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**U. S. DEPARTMENT OF LABOR
CHILDREN'S BUREAU**

JULIA C. LATHROP, Chief

**CHILD LABOR LEGISLATION
IN THE
UNITED STATES**

BY

HELEN L. SUMNER and ELLA A. MERRITT



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LETTER OF TRANSMITTAL.

U. S. DEPARTMENT OF LABOR,

CHILDREN'S BUREAU,

Washington, November 15, 1915.

SIR: I transmit herewith a publication containing texts of the child labor laws in force on October 1, 1915, together with a comparative tabular analysis covering the most important points.

This material has been prepared under the direction of Miss Helen L. Sumner, Assistant Chief of the Children's Bureau.

The tabulation of the laws is the work of Miss Ella A. Merritt, who has had the assistance of Miss Jane I. Newell, Miss H. Dora Stecker, Miss Marie Hourwich, and Miss May Agnes Melling.

The editing of the text, including the application of the system of headings and the preparation of explanatory notes, is primarily the work of Miss Rena Rosenberg.

In the compilation of the text and in the settlement of doubtful questions of inclusion or exclusion valuable assistance has been rendered by Mr. Carl A. Heistermann and Miss Lulu L. Eckman. Mr. Heistermann also collected and digested the court decisions and opinions, and Miss Eckman compiled the laws relating to the school census and many of the enforcement provisions.

Respectfully submitted.

JULIA C. LATHROP, *Chief.*

Hon. WILLIAM B. WILSON,

Secretary of Labor.

CHILD LABOR LEGISLATION IN THE UNITED STATES

INTRODUCTION.

All child labor legislation in force on October 1, 1915, in the States and outlying possessions of the United States is brought together in this compilation, which is divided into two parts—first, a comparative tabular analysis of the most important legal provisions; and, second, the text¹ of all laws by States. In the first part in addition to two summary charts, the first covering minimum and regulated ages and the second hours of labor, there are seven tables covering all legal provisions relating to (1) minimum ages, (2) requirements for entering employment, (3) working papers, (4) hours of labor, (5) compulsory school attendance, (6) regulations governing street trades, and (7) regulations governing employment in theaters and public exhibitions. In the second part is given the text of all laws used in the tables and of other laws which, either because they represent a type of legislation not general throughout the States or because they were not considered of primary importance for the present purpose, were not tabulated.

In order that the exact scope of this compilation may be understood, some explanation is necessary of the method of selection and rejection. In the first place, new laws are often passed without specifically repealing old acts, and confusion therefore results as to the exact legal provisions in force at any given time. Usually when old acts are not specifically repealed the new law repeals "all acts or parts of acts inconsistent" with its own provisions, and even when there is no such general repealing section the later enactment supersedes by a rule of law any earlier enactment with which it is in conflict. Care has been taken to include all laws which have not been either specifically repealed or superseded on all important points by later legislation. If a test suit were brought in court, a doubtful section might of course be declared no longer in force. But, in the absence of a court decision or an official opinion of the attorney general of the State, it was thought best to give, with explanatory notes, sections which might by such a decision be declared valid. Some acts are therefore included which, although they may not be actually enforced at the present time, appear to be valid laws which might or ought to be enforced. In a considerable number of other cases notes are inserted summarizing the provisions of laws which, though not definitely repealed, are probably superseded in all except certain minor details. Whenever the part of a section superseded could not

¹ The text of the laws is not contained in the reprint entitled *Separate No. 1—Analytical Tables.*

be determined, the section is accompanied by a note referring to the superseding act. In order to make the compilation as nearly accurate as possible, a list of all the sections included and copies of the tables for each State were sent to the attorney general of that State for verification.

For the subjects covered in the tabular analysis the basis of selection and rejection is most conveniently considered in connection with the tables. Any method of tabulation is more or less arbitrary, and each legal provision must be considered in relation to all other legal provisions to which it is logically related. For example, a minimum age of 14 years for employment in factories does not necessarily permit any child 14 years of age, regardless of education or physical condition, to work in a factory, nor does it preclude a minimum age of 16 years for employment in many occupations in factories. A certificate for the employment of a child in "any occupation" does not permit his employment in an occupation elsewhere forbidden by law.

MINIMUM AGE.

For legal purposes the age at which childhood ends can be conveniently fixed only at the age at which minority ends. For not only is the power of the State over a minor universally held to be greater than its power over an adult, and on a more certain legal basis, but because of this common basis for the exercise of special authority over all minors of whatever age, differences between States in age limits to which legal regulations of all kinds apply have almost universally as the upper limit the age when the minor becomes an adult. This age, moreover, is the only limitation on such differences between States.

Under laws establishing minimum ages, therefore, are included all laws—with certain exceptions mentioned later—which prohibit in particular occupations the employment of minors, whether or not the exact age is specified. Laws prohibiting the employment of "females" in certain occupations are also included because they apply to girls and are of the same character as other laws which apply to both women and children or only to minors.

Under the common law persons of either sex are minors until they become 21 years of age. This is the age at which both sexes attain their majority in 32 out of the 53 political divisions¹ of which the United States is composed, and in 10 of these 32 divisions this common-law age has been confirmed by statute. In the remaining 21 political divisions, however, the common law has been superseded by legislation leaving 21 years as the age of majority for males but providing that 18 years shall be the age for females. The age of majority is,

¹ These 53 political divisions are the 48 States of the Union, the District of Columbia, Alaska, Hawaii, Porto Rico, and the Philippine Islands.

therefore, 21 years for males throughout the territory of the United States and for females in all but 20 States and Hawaii, where it is 18.¹ These 20 States, which include, in addition to Vermont, Ohio, and Illinois, all the States west of the Mississippi River except Louisiana, Texas, New Mexico, Arizona, and Wyoming, are, in alphabetical order, as follows:

Arkansas.	Iowa.	Nebraska.	Oregon.
California.	Kansas.	Nevada.	South Dakota.
Colorado.	Minnesota.	North Dakota.	Utah.
Idaho.	Missouri.	Ohio.	Vermont.
Illinois.	Montana.	Oklahoma.	Washington.

All laws establishing minimum ages for employment in particular occupations or industries are included except those which seem to be designed primarily for the protection of the public rather than of the children, as laws establishing minimum ages for chauffeurs, motion-picture operators, or masters, pilots, and engineers of steam vessels; for the protection of other employees, as laws establishing minimum ages for hoisting engineers in mines; or for the protection of both the public and other employees, as laws establishing minimum ages for steam-boiler engineers. This division according to the purpose of the law, whether for the protection of the child or of others, was not always easy to make, and in some instances other practical considerations governed. In a law regulating the age at which an elevator boy may be employed, for example, protection of the public is probably a more important factor than protection of the boy. Nevertheless, operating an elevator is an occupation in which young boys are so frequently employed that these laws are included. Laws forbidding employment agencies to send women or minors to immoral resorts are given as attempts to enforce an age limit, either for girls or for both sexes, in certain occupations where they will be exposed to immoral influences. Similarly, laws which prohibit the overworking of children or provide that girls shall not stand constantly mean practically the establishment of minimum ages for certain kinds or degrees of intensity of work. In general, laws establishing minimum ages for employment in saloons are included even for prohibition States, but the prohibition States are noted in the tables.

The fact should not be overlooked that the minimum age for employment in certain dangerous, injurious, and immoral occupations is not necessarily that specified by law. In a number of States the State board of health, the industrial commission, or some other body is authorized to determine what occupations are dangerous, injurious, or immoral for children and to prohibit employment under certain ages in these occupations. In most States administrative

¹ In some States both sexes and in others only females become of age on marriage, and in a few States an act of the legislature or a court decree may confer the privileges of majority for specific purposes.

regulations on the subject can only increase the number of occupations classified as undesirable for children of the younger age groups, but in Wisconsin the industrial commission has entire control over the establishment of minimum ages for employment in all occupations. The provisional scale established by the Wisconsin law has not been changed, however, by the industrial commission, and so little use has been made in other States of powers of this kind that there seems as yet little occasion to consider the establishment of minimum ages through administrative regulations.

Two classes of laws establishing minimum ages for employment are omitted in the belief that they belong properly in a publication devoted to legal provisions governing qualifications and training for particular occupations—a publication which would cover the legal aspects of vocational education in its broadest sense. These are laws establishing minimum ages for obtaining licenses to practice professions and skilled occupations—not only the so-called learned professions, but such occupations as trained nurse, barber, or plumber—and laws relating to apprenticeship and to industrial and vocational education which are not so interwoven with laws regulating employment as to make their inclusion necessary.

REQUIREMENTS FOR ENTERING EMPLOYMENT.

All provisions relating to requirements for entering employment, other than those which relate specifically to vocational education for the particular occupation, and also all administrative features of such regulations are included and are summarized and compared in Tables 2 and 3. Table 2 shows the conditions which must be fulfilled before or at the time of entering employment, the documents, if any, which must be produced to prove compliance with these conditions, and also the similar conditions, such as physical examination or school attendance, which are or may be imposed after employment. If school attendance, however, is or may be required during employment, the details relative to such attendance are summarized in Table 5, which covers all compulsory school-attendance laws. Table 3 is a continuation of Table 2 and should be read in connection with it, for Table 3 relates only to the administrative details provided by law for the enforcement of the standards shown in Table 2. These two tables together are meant to summarize the regulations governing employment of children between the minimum ages permitted by law and the age of attaining majority except as regards hours of labor and compulsory school attendance, the legal provisions concerning which are summarized in Tables 4 and 5.

HOURS OF LABOR.

All laws regulating hours of labor are included except those stating the number of hours to be considered a day's work in the absence

of contract, and those regulating periods of exposure to compressed air, prohibiting labor on Sundays, and relating to public employment. The recent "one day of rest in seven" laws are also included, both in the text and in the tabulation. Laws prescribing maximum hours of labor for railroad employees and street car employees are included in the text but are omitted in the tabulation. Meal-time regulations are included both in the text and in the tabulation. As in the case of minimum ages, the question of hours of labor is considered as it relates to all minors, of both sexes and all ages. Owing to differences among States in the ages of children whose hours are regulated, a table of hours which included only so-called child labor laws would be incomplete and misleading. For one State may have a 10-hour day for children under 16 and another an 8-hour day for children under 18 years of age. At one time California had a 9-hour day for children and an 8-hour day for all "females." A State, moreover, which has a 10-hour day for children may have an 8-hour day for all persons engaged in certain occupations, e. g., for miners. If, therefore, a cross section were made of regulations governing the hours of labor of young persons 17 years of age, it would be found that in some States they are covered by the so-called child labor law while in other States girls in certain occupations are regulated by the woman's work law, and boys, in certain other occupations—from some of which girls are usually excluded entirely, as in the case of mining—by general laws for all employees in those occupations. In order, therefore, to obtain a picture of the legal provisions relating to hours of labor of all minors, laws are necessarily included which regulate the hours of labor of females and also those which regulate the hours of labor of all employees in special occupations.

COMPULSORY SCHOOL ATTENDANCE.

All provisions requiring school attendance, whether at day, evening, or continuation schools, are included. Exemptions from school-attendance requirements are also included whenever they are of such a character as to make it possible for the exempted children to be employed, either legally or illegally. Provisions relating to the exemption of physically defective children, such as the blind and the deaf, and to the attendance of such children at special schools are omitted, and provisions permitting the substitution for school attendance of some other form of instruction during school hours are generally included in the text but omitted from the tables. The minor questions of school attendance, which are more often determined by local regulations than by State law, are omitted, as it is not possible adequately to present them in a compilation confined to State legislation. Thus provisions specifying the length of time schools shall be in session, defining regular attendance, and pre-

scribing the studies to be taught and the reports to be made by teachers, principals, and superintendents are in general omitted.

Though not tabulated, all school census laws are included in the text provided they require census enumerators to secure the names and addresses of children. In many States where names and addresses are secured no provision is made for their use in enforcing school attendance, but obviously this information, even when collected primarily for assistance in apportioning State aid to schools, might be so used as to assist materially in the enforcement of compulsory education and child labor laws.

STREET TRADES.

The laws governing children engaging on their own account in street trades and those employed in public exhibitions of various kinds, including theatrical performances, are generally different in character from those governing their employment in manufacturing and mercantile establishments and are therefore separately tabulated in Tables 6 and 7.

Table 6 summarizes the provisions of State laws relating to street trading by children on their own account. Provisions relating to employment of children by other persons in occupations which, though they may be carried on chiefly in the streets, are not such as a child would engage in on his own account, are given only in the earlier tables. Thus laws relating to messenger boys are included in Tables 1 to 4 and are not mentioned in Table 6. So far as possible laws relating to the work of children in street trades, in so far as they relate to children hired by an employer, are given in detail in the other tables and are merely referred to in Table 6, but if the laws relate only to children engaging in work on their own account they are given only in Table 6. This table includes all State laws establishing minimum ages or ages below which badges or permits are required for engaging in street trades, such as the selling of newspapers or other articles or boot blacking, and also laws forbidding the distribution by minors of immoral literature, papers containing chiefly tales of crime, etc.

In a number of States juvenile court laws or laws providing for the care and commitment of dependent, neglected, and delinquent children include in their definitions of a dependent or neglected child any child who is found selling articles—sometimes mentioning newspapers—peddling, singing, playing musical instruments, or giving public entertainments on the streets for gain, or accompanying or assisting any person so doing. These provisions belong rather in a compilation of laws concerning dependent, neglected, and delinquent children than in one concerning child labor, and are therefore omitted from the text, but their existence and the age limits which

they establish are noted in Tables 6 and 7. The States which declare a child dependent or neglected who is found selling articles on the street for gain are Arkansas,¹ Illinois,² Kansas,³ Minnesota,⁴ Missouri,⁵ Nebraska,⁶ Nevada,⁷ and West Virginia,⁸ in which the age limit is 10 years; Washington,⁹ in which it is 12; and Oregon¹⁰ and Tennessee,¹¹ in each of which it is 14. In Louisiana¹² a child not over 17 years of age who is found peddling any article in any street, road, or public place is considered to be delinquent, while in Michigan¹³ and also in Florida¹⁴ any such child under 12 is considered to be dependent. None of these provisions, however, are on exactly the same basis as legal prohibitions of employment in such occupations, for though in general, under this definition of dependency, any person may make complaint that a child is dependent, there is no direct mandatory provision either that children shall not work in these occupations on the streets or that specific officials or other persons shall see that children do not so work.

The work of children on the streets is frequently regulated also by municipal ordinances. This is the case not only in the larger cities in many States which have no legislative enactments on this subject, but in many cities in which such work is also governed by State laws. Table 6, therefore, does not present a complete picture of the actual degree of regulation which may be found in any special city within a State, but only of the degree of regulation prescribed by the State legislature.

PUBLIC EXHIBITIONS.

In Table 7, relating to theaters and other public exhibitions, the emphasis has been placed upon employment of children as actors or performers. In some cases general laws govern all occupations in theaters, whether as ushers, for instance, or on the stage. But the provisions concerning employment in theaters given in the other tables do not apply to employment on the stage except as specified in Table 7. In this table laws regulating hours of labor and prohibiting night work of children in all occupations are included whenever they may be applicable to employment on the stage, for if evening hours are included in the prohibition of night work a serious limitation is

¹ Arkansas: Acts of 1911, act 215, section 1.

² Illinois: Acts of 1915, page 368, section 1.

³ Kansas: General Statutes 1909, section 5100.

⁴ Minnesota: General Statutes 1913, sections 7162, 7178.

⁵ Missouri: Acts of 1913, page 148, section 2.

⁶ Nebraska: Revised Statutes 1913, section 1244.

⁷ Nevada: Revised Laws 1912, section 728.

⁸ West Virginia: Acts of 1915, chapter 70, section 1.

⁹ Washington: Acts of 1913, chapter 169, section 1.

¹⁰ Oregon: Lord's Oregon Laws 1910, section 4406.

¹¹ Tennessee: Acts of 1911, chapter 58, page 111, section 1.

¹² Louisiana: Wolff's Revised Laws Supplement 1904-1908, volume 3, page 393, section 9.

¹³ Michigan: Howell's Annotated Statutes 1913, section 11644, as amended by Acts of 1915, No. 308, section 1.

¹⁴ Florida: Compiled Laws 1914, section 1208a.

placed upon the employment of children in theaters and public exhibitions where evening performances are given.

As has already been mentioned, the juvenile court laws which declare a child dependent or neglected who is found singing or playing musical instruments or giving public entertainments on the streets or accompanying or assisting any other person so doing are noted in this table though they are omitted in the text. In these laws 8 years is the age limit in Oklahoma¹ and Wisconsin;² 10 years in Arkansas,³ Illinois,⁴ Iowa,⁵ Kansas,⁶ Minnesota,⁷ Missouri,⁸ Nebraska,⁹ Nevada,¹⁰ and West Virginia;¹¹ 12 years in Florida,¹² Michigan,¹³ and Washington;¹⁴ 14 years in Oregon¹⁵ and Tennessee;¹⁶ 17 years in Louisiana;¹⁷ 17 years for males and 18 years for females in Kentucky;¹⁸ and 18 years in North Dakota¹⁹ and South Dakota.²⁰ As in the case of the similar provisions relating to selling or peddling articles on the streets, complaint against and prosecution of a child for dependency because of engaging in these occupations is permissive and not mandatory.

MISCELLANEOUS SUBJECTS INCLUDED.

Some subjects are included in the text which are not touched upon in the tabular analysis; for example, a number of Southern States have laws declaring vagrants men who, though able to work, live upon the wages of their minor children. Far more general are the laws forbidding employment agencies to place children in violation of the child labor laws or to send women, of course including young girls, to places of bad repute. Two States, Massachusetts and New York, have legal provisions for the establishment of special public employment offices for children. A few States have laws regulating immigrants and their distribution which contain provisions for the prevention of the illegal employment of immigrant children. Other important legal provisions omitted in the tabular

¹ Oklahoma: Revised Laws 1910, volume 1, section 4412.

² Wisconsin: Statutes, section 573-1.

³ Arkansas: Acts of 1911, act 215, section 1.

⁴ Illinois: Acts of 1915, page 368, section 1.

⁵ Iowa: Code 1897, Supplement 1913, section 254-a14.

⁶ Kansas: General Statutes 1909, section 5100.

⁷ Minnesota: General Statutes 1913, sections 7162, 7178.

⁸ Missouri: Acts of 1913, page 148, section 2.

⁹ Nebraska: Revised Statutes 1913, section 1244.

¹⁰ Nevada: Revised Laws 1912, section 728.

¹¹ West Virginia: Acts of 1915, chapter 70, section 1.

¹² Florida: Compiled Laws 1914, section 1206a.

¹³ Michigan: Howell's Annotated Statutes 1913, section 1164, as amended by Acts of 1915, No. 398, section 1.

¹⁴ Washington: Acts of 1913, chapter 160, section 1.

¹⁵ Oregon: Lord's Oregon Laws 1910, section 4406.

¹⁶ Tennessee: Acts of 1911, chapter 58, page 111, section 1.

¹⁷ Louisiana: Wolff's Revised Laws Supplement 1904-1908, volume 3, page 393, section 9.

¹⁸ Kentucky: Statutes 1915, section 331.e

¹⁹ North Dakota: Compiled Laws 1913, volume 2, section 11403.

²⁰ South Dakota: Acts of 1915, chapter 119, sections 1 and 10.

summaries are contained in the acts which prescribe that where women and children are employed seats shall be furnished them and separate toilets and dressing rooms shall be provided. The minimum wage laws, which were enacted in 11 States from 1912 to 1915, generally apply to children as well as to women. All these laws have been included in the text, even when they specifically mention only women, first, because they are important regulations of the employment of young girls, and second, because the welfare of mothers and potential mothers is inseparably bound up with the welfare of children. But they have not been included in the tabulation,¹ because for the immediate purpose of this publication they were considered of less importance than laws covering such questions as minimum ages, requirements for entering employment, compulsory school attendance, and hours of labor.

WOMAN'S WORK.

The net result of the process of selection and rejection here outlined is that all laws governing woman's work have been included in the text, except those relating to the recovery of wages and to the payment of wages of married women and those prescribing a period of rest before and after childbirth, which have been enacted by only four States—Massachusetts, Connecticut, Vermont, and New York. Laws of the latter type are not, of course, child labor legislation, but as they constitute the only important class of legal provisions regulating the labor of women omitted from this publication and are, indeed, the only laws in the country which specifically regulate the labor of mothers, they are inserted on page 23.

This compilation, therefore, in addition to child labor legislation, gives practically all laws governing the employment of women.

SAFETY AND SANITATION.

The conditions under which children are employed are of course regulated by many labor laws which are general in their application, making no distinction between minors and adults, and these differ widely in the various States. Of such laws the most important class consists of those relating to safety and sanitation in manufacturing, mechanical, and mercantile establishments, in tenement workshops, and in mines. Laws of general application, unless affecting one of the main topics, such as prohibition of employment or hours of labor, have been omitted. But in a few States laws relating to safety and sanitation, which apply only to establishments where children or where women and children² are employed, are included. Obviously,

¹ A tabular summary of the provisions of the laws enacted before 1915 is contained in the American Labor Legislation Review, Volume IV, No. 4, December, 1914.

² Pennsylvania has a law requiring fire drills in factories employing women or girls, which is omitted Acts of 1911, Pamphlet Laws 677.

however, no comparison unfavorable to the other States can be drawn from the data here given on safety and sanitation.

EMPLOYERS' LIABILITY AND WORKMEN'S COMPENSATION.

Attention should be called to the omission of one other class of legal provisions concerning child labor—those contained in workmen's compensation and insurance acts. Though these provisions are of decided importance in the enforcement of child labor laws, it did not seem best to give them detached from their context or without some explanation of their significance and of the significance of the court decisions concerning employers' liability for injuries to illegally employed children. For this reason the sections of workmen's compensation and insurance acts which have to do with child labor are omitted from the text, though their essential features are here summarized.

It is an established legal doctrine that if a child is illegally employed and is injured while so employed the employer can not in a suit for damages claim in defense that there was contributory negligence on the part of the child, that the injury was caused by the negligence of a fellow servant, or that the child assumed the risks of his employment. In some States if an employer has an employment certificate or an affidavit of age for a child the employment is not held to be illegal even when the child is actually under age, but in these States, as well as in those where no such documents are acceptable as excuse for employment, an employer is liable to heavy damages for injury to a child if the law, whatever it may be, has not been complied with.

On the same principle several of the new workmen's compensation acts specifically exclude from their provisions children who are illegally employed, leaving the employer in case of injury to such a child to face a suit for damages with all three of the above defenses removed. The workmen's compensation acts of Colorado,¹ Illinois,² Michigan,³ Minnesota,⁴ Nebraska,⁵ Ohio,⁶ and Wisconsin⁷ include in their definitions of employees "minors who are legally permitted to work under the laws of the State," thus by implication excluding illegally employed children. A number of other States exclude an employer from the benefits of compensation acts when an injury has been caused by failure on his part to comply with the laws of the State relating to safety, but New Hampshire⁸ so excludes him if the

¹ Colorado: Acts of 1915, chapter 179, section 4(e).

² Illinois: Acts of 1913, page 335, section 5.

³ Michigan: Acts of First Extra Session of 1912, act No. 10, section 7.

⁴ Minnesota: General Statutes 1913, section 8230, as amended by Acts of 1915, chapter 209, section 16.

⁵ Nebraska: Acts of 1913, chapter 193, section 15.

⁶ Ohio: Acts of 1911, page 524, section 1465-61, as amended by Acts of 1913, page 72.

⁷ Wisconsin: Statutes, chapter 110a, section 2394-7.

⁸ New Hampshire: Acts of 1911, chapter 163, section 2.

conviction in such a case, therefore, is an object lesson which usually assists for several years in the enforcement of the child labor law in that State.

ENFORCEMENT AND PENALTIES.

Specific provisions for enforcement and specific penalties for violation of all laws given are included except when the penalty falls upon the child rather than upon the employer or directly upon the parent, and is imposed through court proceedings against the child or jointly against the parent and child. This latter kind of penalty, which consists usually in placing the child in some way under the jurisdiction of a public or private agency and which therefore falls indirectly upon the parent, seemed to belong more properly in a publication devoted to laws relating to dependent and delinquent children than in one devoted to laws relating to the employment of children and therefore is generally omitted. Otherwise, if a law as here given is not accompanied by any penalty or method of enforcement, it may be presumed that none is specifically provided. Though this lack of provision does not mean that a court in its discretion can not impose a penalty or that a person violating the law can not be arrested and prosecuted by the proper authorities, it does mean that in actual practice the law is not likely to be effectually enforced.

The details of organization of inspection systems with relation to other activities of similar character, the appropriations for inspection departments, and the number, salaries, and qualifications of inspectors and school-attendance officers are generally omitted. The omission of these points was not due to any lack of appreciation of their importance, but to two reasons of an entirely different character. In the first place, as the enforcement of child labor laws is in most States only a small part of the work of factory and mine inspectors and of school-attendance officers, details of this character are meaningless without a complete presentation of all the duties and functions of these officials—a presentation which would lead far afield into the entire subject of enforcement of labor and compulsory education laws. Details of the character above mentioned are given, therefore, only in case the departments or officials have no duties except in relation to the employment of children. In the second place, these details, as derived solely from laws, do not give a picture of actual conditions and are therefore of little value for purposes of comparison. Thus one State may specify exactly how the inspection system shall be organized, and another may give broad discretionary powers to administrative officers. In the same way one State may specify in its laws exactly how many inspectors shall be employed, while another may authorize the employment of as many as necessary, the number being limited only by the possibilities contained in the yearly

As to the courts which have jurisdiction over child labor cases, the judicial systems of the States differ so widely that an enumeration of the names of the courts having original jurisdiction could have little significance. Usually a case may be brought in the first instance either before a justice of the peace or before a county court, and sometimes before a circuit or district court. Juvenile courts do not in most States have jurisdiction over cases in which prosecutions are against employers, but only over those in which prosecutions are against children or their parents, as in case of violation of a street trades law.

COURT DECISIONS.

Decisions of the higher State courts, of the Federal circuit courts, and of the United States Supreme Court on laws contained in this compilation are noted in connection with the sections or statutes affected by them. In a few cases important decisions of lower courts are also noted. Opinions of courts and of attorneys general upon certain laws are included as showing, in the absence of decisions, the interpretation put upon these laws. Rulings and other regulations made by administrative authorities, however, are omitted, even when such rulings are of practically the same character and authority as the opinions quoted or are issued by virtue of special power to make regulations concerning certain conditions of employment. In the important industrial States these rules and regulations are often very detailed and, except in the few cases where they constitute an absolute extension instead of merely an interpretation of the law, appear to belong in the special studies already mentioned of the administration of the laws of the different States.

Court decisions and opinions upon the laws here included fall into three main classes—those concerning constitutionality, those containing interpretations of the application and meaning of words and sections, and those relating to liability for accidents. The last class of decisions has already been discussed, and interpretative decisions, which cover a wide variety of subjects, need only be mentioned as included.

As for constitutionality, it is generally recognized that laws regulating the employment of minors are on a different basis from those regulating the employment of adults. Child labor laws are founded upon the principle of the parental relation of the State toward persons whose legal rights are limited. No right to contract stands in the way of the exercise by the State of its police power to protect the health and safety of its children, and laws passed in the exercise of that power are not open to attack as class legislation. The State is acknowledged to have a supreme right to the guardianship of children which limits even the natural rights of parents if these parental rights

are in conflict with the welfare of the children or of society. The constitutionality of child labor laws appears to have been finally and definitely established by the recent decision of the United States Supreme Court upholding the Illinois law prohibiting employment under 16 years of age in trades and occupations classified by the legislature as dangerous and injurious.¹

Some of the laws here included, however, regulate the hours of labor of both women and minors, and others regulate the hours of all employees. Any of these acts if they applied only to minors would doubtless be held valid; but the constitutionality of laws which include adults as well as minors has been successfully contested in the courts. So far as women are concerned, the right of the State to limit hours of labor appears to have been finally established by the decision of the United States Supreme Court on the Oregon law.² The constitutionality of laws regulating the hours of labor of miners has also been affirmed by the United States Supreme Court,³ and that of laws regulating the hours of labor of railroad employees is generally recognized, except when a State law is found to be in conflict with the Federal law on this subject.⁴ Of the other laws relating to hours of labor, though none are here included which have been finally overthrown in the courts, a number upon which no decision has yet been rendered may be considered as of doubtful constitutionality.

METHOD OF PRESENTATION.

A few words will suffice to explain the general method of presentation adopted in this compilation. Both in the tables and in the text particular prominence is given to the occupations or establishments to which the act applies as well as to the means provided for enforcement and to the penalties incurred for violation. In the tables one column is always given to the occupations or establishments to which the provision refers and in the text the application of the act constitutes the main heading, with subordinate subject headings and more detailed section headings. In the text the term "regulated occupations" is used as a heading to denote enforcement provisions covering all occupations regulated by the act in which the section or sections under consideration occur. On the other hand, the term "all regulated occupations" is used as a heading to denote general enforcement provisions covering all or most of the laws of the State in question which are included in this compilation.

This method was adopted in the belief that no comparison between States is fair which fails to give the exact application of acts. One

¹ *Sturges & Burn Mfg. Co. v. Beauchamp*, 250 Ill., 303; 231 U. S., 320 (1913).

² *Muller v. Oregon*, 48 Oreg., 252; 208 U. S., 412 (1905).

³ *Holden v. Hardy*, 18 Utah, 383; 169 U. S., 366 (1898).

⁴ *Erie R. R. Co. v. People of the State of New York*, 198 N. Y., 369; 233 U. S., 677 (1914). *People v. N. Y. C. & H. R. R. Co.*, 163 N. Y., App. Div., 79 (1914).

State may have a child labor law which applies only to cotton mills and another may have one which applies to a long list of occupations and industries, including practically any place where children could possibly be employed. On the other hand, it can not be inferred without reference to the compulsory education law that a child labor act which specifies only manufacturing, mechanical, and mercantile establishments, for example, is more limited in its actual application than one which enumerates many other specific places of employment. In many States the compulsory education act, by making school attendance compulsory up to 14 years of age and permitting absence from school up to 16 years of age only if the child has an employment certificate, in practice extends the child labor act to cover all occupations during school hours. In this question of occupations regulated, indeed, as in many other questions concerning the employment of children, the compulsory education law of a State must be considered in connection with the child labor law.

Owing to the practical impossibility of splitting up laws in such a way as to bring together all sections relating to the same subject and at the same time make the exact application of enforcement and penalty sections clear, a brief subject index, which will serve the purpose of cross reference, has been inserted at the head of the text of the laws of each State.

At the end of the volume will be found an analytical index by States.

EMPLOYMENT OF WOMEN BEFORE AND AFTER CHILDBIRTH.

CONNECTICUT.

It shall be unlawful for the owner, proprietor, manager, foreman, or other person in authority, of any factory, mercantile establishment, mill, or workshop knowingly to employ a woman or permit a woman to be employed therein within four weeks previous to confinement or four weeks after she has given birth to a child.

Any person who shall violate any provision of this act shall be fined not more than twenty-five dollars, or imprisoned not more than thirty days, or both.—[Acts of 1913, Chapter 112, sections 1 and 2.]

MASSACHUSETTS.

No woman shall knowingly be employed in laboring in a mercantile, manufacturing or mechanical establishment within two weeks before or four weeks after childbirth.

The foregoing section shall be included in the notice with regard to the employment of women now required to be posted in mercantile, manufacturing and mechanical establishments, and the provisions thereof shall be enforced by the district police.

Violations of section one of this act shall be punished by a fine not exceeding one hundred dollars.—[Acts of 1911, Chapter 229, sections 1-3.]

NEW YORK.

It shall be unlawful for the owner, proprietor, manager, foreman or other person in authority of any factory, mercantile establishment, mill or workshop to knowingly employ a female or permit a female to be employed therein within four weeks after she has given birth to a child.—[Consolidated Laws 1909, Chapter 31, Labor, section 93-a, as added by Acts of 1912, Chapter 331.]

VERMONT.

No woman shall knowingly be employed in laboring in a manufacturing or mechanical establishment within two weeks before or four weeks after childbirth. This provision shall be included in the notice with regard to the employment of women required to be posted as hereinbefore provided.—[Acts of 1912, Number 85, section 3.]

List of codes, revisions, or compilations used, and of latest session laws examined.

¹ First and second sessions.
² Regular and extra sessions.
³ Session Laws Sixty-third Congress.

⁴ Extra session.
⁵ To June 10, 1915.

ABBREVIATIONS USED IN REFERENCES.

A.....	Act.
A C.....	Annotated Code.
App.....	Appendix.
art.....	article.
B A S.....	Burns' Annotated Statutes.
C.....	Chapter; Code.
Civ.....	Civil.
Civ C.....	Civil Code.
C L.....	Compiled Laws; Consolidated Laws.
Con.....	Constitution.
Crim.....	Criminal.
Crim C.....	Criminal Code.
C S.....	Compiled Statutes.
D Civ C.....	Deering's Civil Code.
D G L.....	Deering's General Laws.
D Pen C.....	Deering's Penal Code.
D Pol C.....	Deering's Political Code.
H A S.....	Howell's Annotated Statutes.
H C.....	Hogg's Code.
H R S.....	Hurd's Revised Statutes.
G L.....	General Laws.
G S.....	General Statutes.
G S r.....	General Statutes revision.
K D.....	Kirby's Digest.
L O L.....	Lord's Oregon Laws.
M A S r e.....	Mills' Annotated Statutes, revised edition.
P.....	page.
P & A A G C.....	Page and Adams' Annotated General Code
P C.....	Pierce's Code.
Pen.....	Penal.
Pen C.....	Penal Code.
P L.....	Pamphlet Laws.
P L L.....	Public Local Laws.
Pol.....	Political.
P S.....	Public Statutes.
P R.....	Pell's Revisal.
pt.....	part.
R C.....	Revised Code; Revised Codes.
R Civ S.....	Revised Civil Statutes.
R Crim S.....	Revised Criminal Statutes.
R L.....	Revised Laws.
R S.....	Revised Statutes.
R S & C.....	Revised Statutes and Codes.
s.....	section.
S C.....	Shannon's Code.
S P D.....	Stewart's Purdon's Digest.
S Supp.....	Supplemental Supplement.
St.....	Statutes.
Supp.....	Supplement.
t.....	title.
U S Stat L.....	United States Statutes at Large.
v.....	volume.
W R L.....	Wolff's Revised Laws.

ABBREVIATIONS USED IN COURT DECISIONS.

App. Div.....	Appellate Division Reports (N. Y.).
Atl.....	Atlantic Reporter.
Cal. App.....	California Appellate Reports.
C. C. A.....	Circuit Court of Appeals.
D. R.....	District Reports (Pa.).
Fed.....	Federal Reporter.
Ga. App.....	Georgia Appeals.
Ill. App.....	Illinois Appeals.
Ind. App.....	Indiana Appeals.
Misc.....	Miscellaneous Reports (N. Y.).
Mo. App.....	Missouri Appeal Reports.
N. E.....	Northeastern Reporter.
N. W.....	Northwestern Reporter.
N. Y. S.....	New York Supplement.
Ohio Cir. Ct.....	Ohio Circuit Court Reports.
O. F. D.....	Ohio Federal Decisions.
O. N. P.....	Ohio Nisi Prius Reports.
O. N. P. N. S.....	Ohio Nisi Prius Reports, New Series.
Pac.....	Pacific Reporter.
Pa. Co. C.....	Pennsylvania County Court Reports.
Pa. Super. Ct.....	Pennsylvania Superior Court Reports.
S. E.....	Southeastern Reporter.
So.....	Southern Reporter.
S. W.....	Southwestern Reporter.
U. S.....	United States Reports.

ANALYTICAL TABLES.

These analytical tables are published both in the complete volume and in the separate reprint entitled Child Labor Legislation in the United States: Separate No. 1.—Analytical Tables.



TABLE 1.—MINIMUM AGE

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments Exemptions III	Enforcement IV
ALABAMA [For street trades, see Table 6] [For public exhibitions, see Table 7] 1915 p 193 s 1, 4, 5, 6, 14, 17 [For earlier laws prohibiting the employment of boy under 14 or girl of any age in any mine, see Code 1907 C 30 s 1002, 1035, C 255 s 7418, and 1911 p 500 s 5, 108, 110]	A Boy 12 [Employment under age specified in B, below, permitted only during such time as the public schools are not in session'] B 13 (between September 1, 1915 and September 1, 1916) 14 (after September 1, 1916) C 16	The following in any city of less than 25,000 according to the latest Federal census: Mercantile establishment Business office Any gainful occupation other than as tabulated in A, above <i>Exemptions:</i> Agriculture Domestic service Certain dangerous, etc., occupations, including. Work at certain machines, etc. Work in certain processes, including those in which dangerous or poisonous acids are used Manufacture of paints, etc. Employment upon any railroad, whether steam, electric, hydraulic Employment upon any vessel or boat engaged in navigation or commerce within the jurisdiction of the State Mine [See note in column I] Coal breaker Quarry Assorting, manufacturing, or packing tobacco Employment "upon the stage of any theater or concert hall, or in any connection with any theatrical performance or other exhibition or show"	A 1. Duty State factory inspector and his deputies 2(a). First offense Minimum—\$10 Maximum—\$100 2(a). Subsequent offense Minimum—\$100 Maximum—\$500 B 1. Same as in A, above 2. Same as in A, above C 1. Same as in A, above 2. Same as in A, above D 1. Same as in A, above 2. Same as in A, above

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind.]

State References I	Minimum age II	Occupations or establishments Exemptions III	Enforcement IV
ALABAMA—Continued 1911 p 268 s 33, 34	E Any minor Girl of any age	Selling or serving spirituous, vinous, or malt liquors [See provisions in D, above]	E 1. [No specific provision] 2(a). First offense Minimum—\$50 Maximum—\$500 2(a). Subsequent offense Minimum—Hard labor or imprisonment for 30 days Maximum—Hard labor or imprisonment for 6 months
ALASKA 1913 C 72 s 8 (as added by 1915 C 69), 9 (as added by 1915 C 69), 20 (as added by 1915 C 69), 30 (as added by 1915 C 69)	A Boy 16	Underground in a mine	A 1. Duty Territorial mining inspector and, in his absence, Federal mining inspector 2(a). Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$1,000 or imprisonment for 1 year, or both
Compiled Laws 1913 s 2587	B Any minor Girl of any age	Selling, giving, furnishing, or distributing intoxicating drinks, or any admixture thereof, ale, wine, or beer	B 1. Duty District judge: Should it appear that licensee permits "any female or minor in or about the rooms where liquor is sold or served," United States marshals and their deputies and United States attorneys and their deputies: Must investigate and report violations 2(a). First offense Minimum—\$50 Maximum—\$200 (In addition to above penalty, license shall be revoked and license moneys forfeited) 2(a). Subsequent offense (during year for which license is issued) Minimum—\$50 plus 25 per cent of fine imposed for offense immediately preceding Maximum—\$200 plus 25 per cent of fine imposed for offense immediately preceding (In addition to above penalty, license shall be revoked, and no license shall thereafter be granted)

ARIZONA [For street trades, see Table 6] [For public exhibitions, see Table 7] Constitution art 18 s 2 Revised Statutes 1913 Civil Code title 14 C 2 s 3110, 3111, 3134-3136	A Boy 10 [Work 10 to 14 allowed only outside school hours and in work not harmful physically or morally, on "license"--- See Tables 2 and 3, B]	(Occupations or establishments same as in B, below, subject to limitation tabulated in column 11 [This limitation is contained in a proviso to section 3110, which fixes a minimum age of 14 in the employments listed in B, but it is not clear whether or not the proviso refers to employment or merely to child working on his own account])	1. Same as in B, below 2. Same as in B, below	A
	B Girl 14	Mercantile establishment Mill Factory Workshop "Tenement house, manufactory or workshop" Store Business office Telegraph office Telephone office Restaurant Bakery Barber shop Apartment house Bootblack stand or parlor Distribution or transportation of merchandise Distribution or transportation of messages	1. Duty Factory inspector [there is no law providing for factory inspection], other authorized inspectors, and school-attendance officers: Shall make complaints for offenses and prosecute violations; May inspect establishments State superintendent of public instruction, other authorized inspectors or school-attendance officers: Shall demand proof of age of child apparently under 16 without employment certificate and order child discharged if not over 16 1. Power only Any person: May prosecute 2(a). Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	B
	C 14	Any business or service during school hours	1. Same as in B, above 2. Same as in B, above	C
	D 16 Con art 18 s 2 R S 1913 Civ C t 14 C 2 s 3112-3114, 3134-3136 [For law prohibiting employment of child under 16 in certain injurious occupations, including peddling, see R S 1913 Penal Code Pt I t 9 C 2 s 252, 253]	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including preparing any composition in which dangerous or poisonous acids are used Oiling, wiping, or cleaning machinery, or assisting therein Manufacture of paints, etc. Mine Coal breaker Quarry Smelter Ore-reduction works	1. Same as in B, above 2. Same as in B, above	D

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
ARIZONA—Continued [For other provisions relating to mine, quarry, smelter, ore-reduction works, and saloon, see provisions in E, F, H, and I, below]	D—Continued	Laundry Tobacco warehouse, cigar factory, or other factory where tobacco is manufactured or prepared Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled Hotel Theater Concert hall Drug store Saloon Place of amusement Bowling alley Any trade, process of manufacture, or occupation, or method of carrying on aforesaid, determined by State board of health to be sufficiently dangerous to the lives or limbs, or injurious to the health or morals of children under 16 employed therein to justify their exclusion therefrom [See also Con art 18 s 2]	D
R S 1913 Civ C t 14 C 2 s 3127, 3128, 3134-3136	E 18	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc. Blast furnace Smelter Ore-reduction works Running or managing elevator or lift Oiling hazardous and dangerous machinery in motion Railroad brakeman, fireman, engineer, motorman, or conductor Any trade, process of manufacture, or occupation, or method of carrying on aforesaid, determined by State board of health to be sufficiently dangerous to the lives or limbs, or injurious to the health or morals of children under 18 employed therein to justify their exclusion therefrom	E 1. Same as in B, above 2. Same as in B, above

R S 1913 Civ C t 34 C 3 s 4053, 4062, 4079, 4091	F Boy 18	Underground in mine (mining ore, coal, or other metalliferous or nonmetalliferous product)	F
R S 1913 Civ C t 9 C 11 s 2348 R S 1913 Penal Code pt 1 t 11 s 403, 404	G 18	Railroad telegraph or telephone operator whose work is connected with the movement of trains	G
R S 1913 Pen C pt 1 t 9 C 2 s 254 [Constitutional prohibition adopted Nov. 3, 1914; in effect Jan. 1, 1915]	H Any minor Girl of any age	Serving drinks, etc., in a saloon	H
R S 1913 Civ C t 14 C 2 s 3115, 3129, 3134-3136	I Girl of any age	Mine Quarry Coal breaker Employment compelling constant standing	I
ARKANSAS [For street trades, see Table 6] [For public exhibitions, see Table 7] 1914 A 1 s 1, 11, 13 [For earlier law which might apply to children exempted by provisions in column III, see 1907 C 456 s 1 and 1913 A 322 s 12]	A 14	Any remunerative occupation <i>Exemptions:</i> During school vacation: Children under 14 may be employed by their parents or guardians in occupations owned or controlled by them	A
1909 A 170 s 1, 2, 4, 5, 6 1913 A 322 s 12 [The provisions tabulated in B appear to be at least partially superseded by those tabulated in C, below, which belong to a later law]	B 14	Any immoral, etc., purpose or practice Any business or vocation injurious to the health or dangerous to the life or limb of child under 14	B
		1. Duty State mine inspector or his deputy: Must "inspect and ascertain what means are taken to comply with provisions" 2(a). Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$300 or imprisonment for 1 year, or both	
		1. Duty Corporation commission 2(a). Each offense Minimum—\$100 Maximum—\$1,000	
		1. [No specific provision] 2(a). Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$300 or imprisonment for 180 days, or both	
		1. Same as in B, above 2. Same as in B, above	
		1. Duty State commissioner of labor and statistics Factory inspectors Mine inspectors Agents of humane society Probation officers Truant officers "Other authorized inspectors" 1. Power only Any person: May make and prosecute complaints 2(a). Any offense Minimum—\$5 Maximum—\$100	
		1. Power only State commissioner of labor and statistics Justices of the peace Incorporated societies for the prevention of cruelty to animals 2(a). First offense Maximum—\$100 or imprisonment for 3 months, or both 2(a). Subsequent offense Maximum—\$200 or imprisonment for 6 months	

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TABLE 1.—MINIMUM AGE—Continued.

[In reading this analysis, the explanatory notes on pp. 467-476 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV	
ARKANSAS—Continued 1914 A 1 s 2, 3, 4, 11, 13 [Statutory prohibition in effect Jan. 1, 1916]	C 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including those in which dangerous or poisonous acids or gases are used Oiling, wiping, or cleaning machinery or assisting therein Employment upon any railroad, whether steam, electric, or hydraulic Mine Coal breaker Quarry Bowling alley Pool room Billiard room "Saloon, resort or bar where intoxicating liquors of any kind are sold or dispensed" Employment upon the stage of any theater or concert hall or in connection with any theatrical performance or other exhibition or show Any occupation "dangerous to the life and limb, or injurious to the health and morals" of child under 16 Any occupation determined by State board of health (said determination subject to appeal to State or county court) to be sufficiently dangerous to the life or limb or injurious to the health or morals of children under 16 to justify their exclusion therefrom	1. Same as in A, above 2. Same as in A, above	C
Kirby's Digest 1904 s 5343, 5347 (as amended by 1905 A 225 s 3), s 5354 (as amended by 1907 A 74 s 5) [This provision also prohibits employment of boy under 14, and of boy under 16 if illiterate, but in this particular, as well as in regard	D Girl of any age	Coal mine where 10 or more men are employed	1. Duty State mine inspector 2(a). Any offense Minimum—\$25 (Each day's violation a separate offense)	D

<p>to girls under 16, it appears to be superseded by 1914 A 1 s 4—See provisions in (', above)</p>	<p>CALIFORNIA [For street trades, see Table 6] [For public exhibitions, see Table 7] Deering's General Laws 1909 A 1611 (as amended by 1915 C 625) s 1, 4-6, 13-15 D G L 1909 A 1611 s 16-17 (as added by 1915 C 625)</p>	<p>A 12 [Employment 12 to 14 allowed only on vacation permit, and 14 to 15 only on vacation, graduate, or poverty permit to work—See provisions in A, B, and C, Tables 2 and 3]</p>	<p>Manufacturing establishment Mechanical establishment Mercantile establishment Workshop Office Laundry Place of amusement Restaurant Hotel Apartment house Distribution or transmission of merchandise Distribution or transmission of messages Any other place of labor</p> <p><i>Exemptions:</i> During time public schools are not in session or during other than school hours: Agricultural, horticultural (including curing and drying, but not canning fruits), and viticultural labor Domestic labor</p>	<p>A</p> <p>1. Duty State bureau of labor statistics 1. Power only Attendance officers Probation officers</p> <p>2(a). Each offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (The above penalty is found in D G L 1909 A 1611, as amended by 1915 C 625 s 13; the following penalty is given in section 16 of the same law, as added by 1915 C 625) 2(a). Any offense Maximum—\$50 or imprisonment for 60 days, or both</p>	<p>B 16</p>	<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including those in which dangerous or poisonous acids, etc., are used Manufacture of paints, etc. Oiling, wiping, or cleaning machinery, or assisting therein [See provisions in D, below] Employment on steam, electric, or hydraulic railroad Employment on vessel or boat engaged in navigation or commerce within the jurisdiction of the State Mine Quarry Coal breaker Assorting, manufacturing, or packing tobacco Bowling alley Pool or billiard room Any other occupation dangerous to the life or limb or injurious to the health or morals of child under 16 Any trade, process of manufacture, or occupation, or any particular method of carrying on same, in which the employment of children under 16 is not already forbidden by law and which may be determined by State bureau of labor statistics to be sufficiently dangerous to the lives or limbs or injurious to the health or morals of children under 16 to justify their exclusion therefrom—such determination to be subject to appeal to superior court of State</p>	<p>B</p> <p>1. Same as in A, above 2. Same as in A, above</p>
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TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
CALIFORNIA —Continued Deering's Penal Code 1909 s 272, 273, 273e, 273f 1915 C 484 s 1 [Proprietor of saloon, etc., is prohibited by Deering's Penal Code 1909 s 397b from permitting minor under 18 to visit such place, but section does not apply to parents of such children, or to guardians of their wards]	C 16	Certain dangerous, etc., occupations, including: Any business or vocation injurious to the health or dangerous to the life or limb of child under 16 Any immoral, etc., purpose or practice Peddling	1. Power only Commissioner of State bureau of labor statistics: Shall have power to enforce all labor laws the enforcement of which is not specifically vested in some other officer 2(a). Any offense Minimum—\$50 or imprisonment, or both Maximum—\$250 or imprisonment for 6 months, or both
	D 18	Sending minors in any occupation to saloons, immoral places, etc.	1. Same as in C, above 2(a). Any offense Violation a misdemeanor
	E Any minor	Sending minors by telephone company, or company delivering letters, packages, or other articles, to immoral places, etc.	1. Same as in C, above 2. Same as in D, above
1913 C 234 s 1-19	F [Power of commission extends over women and minors]	The industrial welfare commission has power to fix standard conditions of labor demanded by health and welfare of women and minors engaged in any occupation, trade, or industry	[See column III]
COLORADO [For street trades, see Table 6] [For public exhibitions, see Table 7] [Constitutional prohibition adopted Nov. 3, 1914; in effect Jan. 1, 1916] Mills' Annotated Statutes revised edition 1912 s 537, 657-659, 667, 670, 672, 673	A 12 [Employment 12 to 14 allowed only during vacation on vacation permit—See Tables 2 and 3, E]	Any "gainable" occupation in: Manufacturing establishment Mercantile institution Factory Workshop "Theater, concert hall or place of amusement where intoxicating liquors are sold," Store Office Hotel Laundry Bowling alley Passenger or freight elevator [See provisions in C, below]	1. Duty Deputy State labor commissioner [factory inspector] School board or local school authorities: Must report to enforcing officer complaints made to them of violations in most regulated employments [For list, see M A S r e 1912 s 667] State industrial commission: Shall "inquire into and supervise the enforcement * * * of the laws relating to child labor, * * * employment of females, * * * mining, and all other laws protecting the life, health, and safety of employees"

1915 C 180 s 11 [Proprietor of saloon, etc., is prohibited by M A S r e 1912 s 1942 from permitting any minor to frequent such place unless accompanied by parent or guardian]		Messenger for any of the above Driver for any of the above <i>Exemptions:</i> Provision does not apply to. Employment in fruit orchard, garden, field, or farm (permit required, if for other than own parents—See Tables 2 and 3, D)	2(a). First offense Minimum—\$5 Maximum—\$100 2(a). Second offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 90 days, or both
B 14		Any work for wages or other compensation "during any portion of any month when the public schools * * * are in session" <i>Exemptions:</i> Same as in A, above [But compulsory school-attendance requirements would appear practically to prohibit such employment during school hours—See Table 5, A]	1. Same as in A, above 2. Same as in A, above
C 16		Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. "Underground works or mine, in or about the surface workings thereof," Smelter Operating passenger or freight elevator Any business or any place, situation, or vocation injurious to health or morals, or dangerous to life or limb of child under 16 Any illegal or immoral, etc., purpose or practice	1. Same as in A, above 2. Same as in A, above
D Girl 16		Employment requiring constant standing	1. Same as in A, above 2. Same as in A, above
E Boy 16 Girl of any age	M A S r e 1912 s 537 1913 C 56 s 38, 108, 172 1915 C 180 s 11	Coal mine <i>Exemptions:</i> Employment in mine office in clerical capacity	1. Duty Chief coal-mine inspector or his deputies Deputy State labor commissioner [factory inspector] State industrial commission: Has duties as specified in A, above 2(a). Any offense Maximum—\$1,000 or imprisonment for 1 year, or both (Each day's violation a separate offense)
F 18	M A S r e 1912 s 537, 6166, 6167 1915 C 180 s 11	Telegraph operator whose work is connected with the movement of trains	1. Duty Deputy State labor commissioner [factory inspector] State industrial commission: Has duties as specified in A, above 2(a). Each offense Minimum—\$100 Maximum—\$1,000

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
CONNECTICUT [For public exhibitions, see Table 7] G S r 1902 s 4707 1911 C 119 s 1	A 14	Manufacturing establishment Mechanical establishment Mercantile establishment	A 1. Duty State board of education or its agents School visitors Local boards of education Town school committees 2(a). Any offense Maximum—\$100
G S r 1902 s 2119, 2121, 4707	B 14	Any occupation during school hours	B 1. Duty School visitors or town school committee: "Shall * * * examine into the situation of the children employed in all manufacturing establish- ments" and "report all violations," Agents of State board of education: Shall (if so directed by said board) "enforce the provisions of the law requiring the attendance of children at school," of which law this provision is a part 2(a). Any offense Maximum—\$20 (Each week's violation a separate offense)
General Statutes revision 1902 s 1163 (as amended by 1915 C 175)	C 16	Any immoral, etc., purpose or practice Any business or vocation injurious to the health or dangerous to the life or limb of child under 16 Peddling	C 1. [No specific provision] 2(a). Any offense Maximum—\$250 or imprisonment for 1 year, or both
G S r 1902 s 2614	D 16	Care, custody, operation, or management of elevator	D 1. [No specific provision] 2(a). Each offense Maximum—\$25

1911 C 123 s 1, 2 (as amended by 1915 C 195), 4, 5.	E 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. Oiling or assisting in oiling, wiping, or cleaning machinery while power is attached Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Mine Quarry	1. Duty State commissioner of labor and factory inspection 2(a). Any offense Maximum—\$100	E
	F Girl 16	Employment requiring constant standing	1. Same as in E, above 2. Same as in E, above	F
1911 C 123 s 3, 4, 5	G 18	Care, custody, operation, or management of freight or passenger elevator running at speed of over 200 feet per minute	1. Same as in E, above 2. Same as in E, above	G
1915 C 182 s 2, 4	H 18	Public billiard room Public pool room	1. Power only Sheriff, deputy sheriff, constable, or police officer 2(a). Any offense Maximum—\$50 or imprisonment for 30 days, or both	H
1913 C 11 s 1, 2 G S R 1902 s 2712, 2715	I Any minor	Employment as bartender, porter, or in any other capacity in saloon where intoxicating or spirituous liquors are kept for sale, or in the handling or delivery of such liquors <i>Exemptions:</i> Provision does not apply to: Bona fide grocery store which handles liquors as incidental to grocery business Drug store Bona fide hotel	1. Duty Prosecuting agents (appointed by county commissioners, subject to approval of a judge of the superior court) 2(a). First offense Minimum—\$10 Maximum—\$200 2(a). Subsequent offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 6 months, or both	I
DELAWARE [For street trades, see Table 6] [For public exhibitions, see Table 7]	A 12 [See note in column I]	Canning or packing establishment [See provisions in B, below, for employment during school hours] <i>Exemptions:</i> Establishment engaged in canning or packing perishable fruits or vegetables	1. Same as in B, below 2. Same as in B, below	A
Revised Code 1915 C 90 s 3144-3148, 3158, 3160-3163, 3177, 3180, 3181 [For permit which may be issued to child "under the age as specified" in R C 1914 C 90 s 3144-3192, which sections include the provisions tabulated in A to F, inclusive, permitting employment, see Tables 2 and 3, C]	B 14 [See note in column I]	Mechanical establishment Mercantile establishment Mill Factory Workshop "Tenement-house, manufactory or workshop" Office Office building Restaurant Boarding house Bakery Barber shop	1. Duty State child labor inspector or his deputy 1. Power only Any person: May make and prosecute complaints 2(a). First offense Minimum—\$5 Maximum—\$50 2(a). Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both	B

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments Exemptions III	Enforcement IV
DELAWARE—Continued	B—Continued	<p>Hotel Boothblack-stand establishment Public stable Garage Laundry Driver Brickyard Lumberyard Construction or repair of buildings Transmission of messages</p> <p>Any business or service during hours "when the public schools * * * are in session under the provisions of any compulsory school law of the State"</p>	<p>B</p> <p>2(a). Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20</p>
	C 14 [See note in column I]	<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Oiling, wiping, or cleaning machinery in motion, or assisting therein [See provisions in D, below] Employment on steam, electric, or hydraulic railroad Employment on vessel or boat engaged in navigation or commerce within the jurisdiction of the State</p>	<p>C</p> <p>1. Same as in B, above 2. Same as in B, above</p>
	D 15 [See note in column I]	<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including those in which dangerous or poisonous acids, etc., are used Blast furnace Manufacture of paints, etc. Running or management of elevator or lift Oiling or cleaning machinery in motion Mine Quarry Coal breaker Brakeman, fireman, engineer, motorman, or conductor upon any railroad Railroad telegraph operator Pilot, fireman, or engineer upon any boat or vessel Any other occupation dangerous to the life or limb or injurious to the health or morals of child under 15</p>	<p>D</p> <p>1. Same as in B, above 2. Same as in B, above</p>

TABLE 1.—MINIMUM AGE—Continued
[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
DISTRICT OF COLUMBIA —Continued 37 U S Stat L p 997 s 9 paragraphs 3, 13, 14, 17, 18	B Any minor Girl of any age	Selling, giving, furnishing, or distributing any intoxicating liquors or any admixture thereof	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
			B 1. Duty The corporation counsel of the District of Columbia or his authorized assistants: Shall prosecute upon the presentation of sworn information that law has been violated Inspector appointed by excise board: Shall make inspections under the direction of said board 2(a). First offense Minimum—\$100 Maximum—\$500 (In addition to above penalty, license may be revoked) 2(a). Second offense (during year of license) Minimum—\$200 Maximum—\$500 (In addition to above penalty, license shall be revoked)
FLORIDA [For street trades, see Table 6] [For public exhibitions, see Table 7] Compiled Laws 1914 s 2642b, 2642c, 2642j (as amended by 1915 C 6918), 2642l, 2642m, 2642n, 2642r, 2642t, 3728a [The provisions tabulated in A to F shall not be considered to apply to agricultural or domestic employment—C L 1914 s 2645w]	A 12 B 14 C Girl 16	Store Office Transmission of merchandise Sale of merchandise Transmission of messages in city of 6,000 or over Mill Factory Workshop Mechanical establishment Laundry Employment on stage of theater [According to 1913 C 6488 s 4, a minimum age of 14 is apparently established for employment in mine also—See Table 2, A] Occupation requiring constant standing	A 1. Same as in D, below 2. Same as in D, below B 1. Same as in D, below 2. Same as in D, below C 1. Same as in D, below 2. Same as in D, below

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
GEORGIA —Continued erative the provision contained in s 445, v 3, C 1895, prohibiting the employment of any minor in saloons, etc., and making the violation a misdemeanor] Code 1914 Political s 2141 C 1914 Civil s 3149(a), 3149(f), 3149(g) C 1914 Penal s 756, 757, 1065	B 12	Any immoral, etc., practice or purpose	B 1. Duty State commissioner of commerce and labor: “Shall make investigation concerning the operation of the various laws relating to the safety of the life and limb of employees, especially those concerning the employment of child labor, and of women, and he shall take legal steps looking to the proper enforcement and due observance of such laws,” 2. Same as in A, above
C 1914 Pol s 2141 C 1914 Civ s 2690, 2691	C 18	Telegraph operator employed to receive and transmit dispatches governing the movement of trains	C 1. Same as in B, above 2(a). Each offense Minimum—\$50 Maximum—\$500
HAWAII R L 1915 s 2130, 2131, 2136, 2137, 2160	A Any minor	Room or place where intoxicating liquors are furnished or sold	A 1. Duty License inspectors (appointed by board of license commissioners) Police officers: “May” inspect; “Shall” arrest for observed violations Any citizen: Shall report observed violations 1. Power only Members of board of license commissioners 2(a). Any offense Minimum—\$50 or imprisonment for 1 month, or both Maximum—\$500 or imprisonment for 3 months, or both (In addition to above, board of license commissioners may revoke or suspend license or reprimand licensee)

IDAHO [For public exhibitions, see Table 7] Constitution art 13 s 4 1911 C 159 s 166, 170, 173 1913 C 77 s 7	A 12 [Employment 12 to 14 permitted only during public school vacation of 2 weeks or more]	Mercantile establishment Mine [But employment in "underground mine" is prohibited under 14 by constitutional provision] Factory Workshop Store Telegraph office Telephone office Laundry Restaurant Hotel Apartment house Distribution or transmission of merchandise Distribution or transmission of messages	A 1. Duty State board of education (in cooperation with other departments of the State government) Probation officers or school trustees (or truant officers): Shall visit "places of employment mentioned" [in 1911 C 159 s 166, 172; see A-III and C-III] and ascertain violations therein, "and they shall bring complaints for offenses under this act to the attention of the prosecuting attorney for prosecution" 1. Power only Any reputable citizen: May bring complaint 2(a). Any offense Maximum—\$50 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20
	B 14	Any business or service during school hours Underground mine	B 1. Same as in A, above 2. Same as in A, above
	C 16	Certain dangerous, etc., occupations, including: Any business or vocation injurious to the health or dangerous to the life or limb of child under 16 Any immoral, etc., purpose or practice Begging, peddling, or any mendicant or wandering business	C 1. Same as in A, above 2(a). Any offense Minimum—\$50 or imprisonment, or both Maximum—\$250 or imprisonment for 6 months, or both
	D Any minor	Serving intoxicating liquors to customers Handling intoxicating liquors or packages containing such liquors in a brewery, bottling establishment, or other place where such liquors are prepared for sale or offered for sale	D 1. Same as in A, above 2(a). Each offense Minimum—\$50 or imprisonment for 2 months, or both
	A 14	Any gainful occupation in: Manufacturing establishment Mercantile institution Factory Workshop "Theater, concert hall or place of amusement where intoxicating liquors are sold" [See provisions in B, below] Store Office Hotel Laundry Bowling alley [See provisions in B, below] Passenger or freight elevator [See provisions in B, below] Messenger or driver for any of the above Any work for wages or other compensation "during any portion of any month when the public schools * * * are in session"	A 1. Duty State factory inspector, and his assistants and deputies under his supervision School board or local school authorities: Must report to State factory inspector complaints made to them of violations in most regulated employments [For list, see H R S 1913 C 48 s 20h] 2(a). Each offense Minimum—\$5 Maximum—\$100
ILLINOIS [For street trades, see Table 6] [For public exhibitions, see Table 7] Hurd's Revised Statutes 1913 C 48 s 20, 20h, 20j, 20l, 20m [For minimum age of 14 for employment in begging or peddling, or for any immoral, etc., purpose or practice, or for or in any business or vocation injurious to the health or dangerous to life or limb, see H R S 1913 C 38 s 492, 493, 495, 496]			

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
ILLINOIS—Continued [For prohibition of employment of "minor child" in selling, etc.; any publication devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see H R S 1913 C 38 s 42bg]	B 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. Oiling or assisting in oiling, wiping, or cleaning machinery Operation of passenger or freight elevator Pin boy in bowling alley "Theater, concert hall, or place of amusement wherein intoxicating liquors are sold," "Any other employment that may be considered dangerous to the lives or limbs of children under 16, or where their health may be injured or morals depraved"	B 1. Same as in A, above 2. Same as in A, above
	C Girl 16	Employment requiring constant standing	C 1. Same as in A, above 2. Same as in A, above
H R S 1913 C 93 s 5e, 5g, 28-30	D Boy 16 Girl of any age	Manual labor in or about coal mine	D 1. Duty State mine inspectors 2(a). Any offense Maximum—\$500 or imprisonment for 6 months, or both
INDIANA [For public exhibitions, see Table 7] Burns' Annotated Statutes 1914 s 6675, 6676, 6678 (as amended by 1915 C 77), 6682, 6685d	A 14 [See column III, <i>Exemptions</i>]	Any occupation during school hours <i>Exemptions:</i> [Child physically or mentally unfit to attend school according to certificate from reputable licensed practicing physician is apparently exempted—B A S 1914 s 6675]	A 1. Duty State industrial board State board of truancy Attendance officers 2(a). Any offense Minimum—\$10 Maximum—\$50

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
INDIANA—Continued	F Boy 16 Girl 18	Certain dangerous, etc., occupations, including: Work in certain processes, etc. "Brewery, distillery, saloon, concert hall, or any other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled"	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
	G Girl 18	Employment requiring constant standing	1. Same as in D, above 2. Same as in D, above, including bracketed note
	H Boy 16 Girl 18	Cleaning machinery in motion	1. Same as in B, above 2. Same as in B, above, including bracketed note
	I 18	Care, custody, management, or operation of elevator	1. Same as in B, above 2. Same as in B, above, including bracketed note
	J "Minor child"	Any illegal or immoral, etc., vocation Any vocation injurious to the health or dangerous to the life or limb of minor child	1. Duty Mayor, police judge, or justice of the peace: Upon complaint State industrial board: Shall "examine into all violations of laws made for the benefit or protection of labor" and prosecute same 1. Power only Any person: May make complaint, which must be investigated 2(a). Each offense Minimum—\$10 or \$10 and imprisonment Maximum—\$100 or \$100 and imprisonment for 30 days
IOWA	A 14	Manufacturing establishment Mine Factory Mill Shop Laundry Slaughterhouse or packing house Store or mercantile establishment where more than 8 persons are employed Operating freight or passenger elevator	1. Duty Commissioner of State bureau of labor statistics 1. Power only Deputies of commissioner of State bureau of labor statistics (including factory inspectors), State mine inspectors, and certain other officials: May inspect the establishments enumerated in A-111 Any person: May make complaint
[For street trades, see Table 6] [For public exhibitions, see Table 7] [Statutory prohibition in effect Jan. 1, 1916]			

Code 1897 Supplement 1913 s 2477-a, 2477-f Code 1897 Supplemental Supplement 1915 s 2473, 2477-a, 2477-b		Livery stable Garage Place of amusement Distribution or transmission of merchandise Distribution or transmission of messages Exemptions: Provision does not apply to: Child working in or about establishments or occupations owned or operated by parent	2(a). Any offense Maximum—\$100 or imprisonment for 30 days
	B 16	Certain dangerous, etc., occupations, including: Work in or about any mine during the school term Hotel Bowling alley Pool room Billiard room Any occupation dangerous to life or limb Any occupation whereby through its nature or the place of employment health of child is injured or his morals depraved	1. Same as in A, above 2. Same as in A, above
	C Grl 21	Employment requiring constant standing	1. Same as in A, above 2. Same as in A, above
C 1897 Supp 1913 s 4999-a2 C 1897 S Supp 1915 s 4999-a5 [Penalty specified in column IV is incurred by person "having charge or management of any manufacturing establishment, workshop, or hotel" who fails to comply with provisions within 30 days after being notified to do so by enforcing official]	D 16	Operating dangerous machinery or assisting therein	1. Duty Commissioner of State bureau of labor [statistics] Mayor of city or town Chief of police of city or town 2(b). Any offense Maximum—\$100 or imprisonment for 30 days [See note in column I]
	E Boy 16 Grl 18	Cleaning machinery in motion	1. Same as in D, above 2. Same as in D, above, including bracketed note
KANSAS [For street trades, see Table 6] [For public exhibitions, see Table 7] [Constitutional prohibition since 1880] General Statutes 1909 s 4993, 4996, 8017, 8020 1913 C 217 s 3	A 12 [See provisions in B, below]	Coal mine [See provisions in B, below, which belong to a later law]	1. Duty State commissioner of labor and industry: Shall "cause to be enforced all laws regulating the employment of children, minors, and women," 2(a). Each offense Maximum—\$50

1 County attorneys, mayors, chiefs of police and their deputies, city and town marshals, sheriffs and their deputies, or any person authorized by judge of court of record

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
KANSAS—Continued G S 1909 s 5094, 5095, 5097, 5098, 8017, 8020 1913 C 217 s 3 [For prohibition of employ- ment under 14 in begging, etc.; see G S 1909 s 5136, 5138, 5139] [Industrial welfare commis- sion may fix standard con- ditions of labor for women and minors—1915 C 275 s 3, 17]	B 14	Factory Workshop Theater Packing house Operating elevator Mine Any business or service during school hours <i>Exemptions:</i> Factory or workshop owned or operated by parent	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspec- tor's orders
	C 16	Occupation or place dangerous or injurious to life, limb, health, or morals	1. Same as in A, above 2(a). Any offense Minimum—\$25 or imprisonment for 30 days Maximum—\$100 or imprisonment for 90 days
KENTUCKY [For street trades, see Table 6] [For public exhibitions, see Table 7] Statutes 1915 s 33a.2, 331a.1, 331a.8, 331a.16, 2978c.7	A 14	Mercantile establishment Factory Mill Workshop Store Office Printing establishment Bakery Laundry Restaurant Hotel Apartment house Theater Motion-picture establishment Distribution or transmission of merchandise Distribution or transmission of messages Any business or service during school term	1. Duty State labor inspectors, under the direction of the com- missioner of agriculture, labor, and statistics: Shall inspect specified establishments [For list, see St 1809 s 33a.2 (as amended by 1912 C 106)]; Shall report to State and to county attorney any violations occurring Truant officers: May inspect specified establishments [For list, see St 1915 s 331a.8]; Shall report violations to superintendent of schools, State labor inspector, or other authorized officer 2. Same as in B, below

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CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
LOUISIANA—Continued W R L Supp 1904-1908 v 3 p 412; 1908 A 155 s 2-3 (as amended by 1914 A 186) 1912 A 184 s 1	B 16 (actually or apparently)	Any illegal or immoral, etc., practice Any practice or place dangerous or injurious to the life, limb, health, or morals of child under 16 Any wandering occupation	B 1. Duty State commissioner of labor and assistant commissioners 2(a). Any offense Minimum—\$25 or imprisonment, or both Maximum—\$250 or imprisonment for 2 years, or both
W R L Supp 1904-1908 v 3 p 412; 1908 A 153 s 2-3 (as amended by 1914 A 186) 1912 A 25 s 1, 2	C 17	Any place where pool or billiard games of any sort are operated	C 1. Same as in B, above 2(a). Any offense Minimum—\$25 or imprisonment, or both Maximum—\$100 or imprisonment for 3 months, or both
W R L Supp 1904-1908 v 3 p 412; 1908 A 155 s 2-3 (as amended by 1914 A 186) W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 3, 16, 17, 23 (as amended by 1912 A 61)	D Any minor Girl of any age	Cleaning "any part of the mill, gearing or machinery" in factory, mill, or workshop "while the same is in motion" [For earlier law fixing minimum age of 12 for operating or cleaning machinery in motion in factory, see W R L 1904 v 1 p 991; 1892 A 60 s 1, 2]	D 1. Duty State commissioner of labor and assistant commissioners Parish, city, or town factory inspectors (including New Orleans factory inspector) 2(a). Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 30 days, or both
W R L Supp 1904-1908 v 3 p 412; 1908 A 155 s 2-3 (as amended by 1914 A 186) W R L Supp 1904-1908 v 3 p 872; 1908 A 176 s 5, 8	E Any minor Girl of any age	Serving in barroom, cabaret, coffeehouse, cafe, beer saloon, liquor exchange, drinking saloon, grogshop, beerhouse, or beer garden [For earlier law prohibiting girl of any age from distributing, etc., liquors, etc., in concert hall or saloon, see W R L 1904 v 1 p 395; 1894 A 43 s 1]	E 1. Same as in B, above 2(a). Any offense Minimum—\$50 or imprisonment, or both Maximum—\$500 or imprisonment for 2 years, or both (Upon second conviction, offender shall be permanently deprived of privilege of conducting establishments named)

MAINE [For street trades, see Table 6] [For public exhibitions, see Table 7] 1905 C 123 s 1 (as amended by 1915 C 320 s 1), 2 (as amended by 1915 C 320 s 4) 1911 C 65 s 2, 11 1915 C 327 s 1, 5	A 14	Manufacturing establishment Mechanical establishment Any business or service whatever during school hours	A 1. Duty State commissioner of labor [and industry] "Agents for the protection of children," sheriffs, deputy sheriffs, police officers, and constables: Shall enforce any act concerning the protection of children 1. Power only [For powers of truant officers to inspect certain establishments and to demand proof of age, see Table 2, A-IX, and Table 5, A-VIII] 2(a). Any offense Minimum—\$25 Maximum—\$200
[For prohibition of employment of any minor in selling, etc., publication devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see R S 1903 C 125 s 15 and 1911 C 65 s 2, 11] [Constitutional prohibition adopted 1884; retained by popular vote 1911]	B 15 C 18 D 16 E 16	Care, custody, management, or operation of elevator Care, custody, management, or operation of elevator running over 200 feet a minute Begging, etc. Any illegal or immoral, etc., practice Any practice or place dangerous or injurious to the life, limb, health, or morals of child under 16 Employment to aid or assist in illegal keeping or illegal sale of intoxicating liquors	B 1. Same as in A, above, omitting bracketed note 2(a). Each offense Minimum—\$25 Maximum—\$100 C 1. Same as in B, above 2. Same as in B, above D 1. Duty State commissioner of labor [and industry] "Agents for the protection of children," sheriffs, deputy sheriffs, police officers, and constables 2(a). Any offense Maximum—\$100 or imprisonment for 60 days E 1. Same as in D, above 2(a). Any offense Minimum—\$100 or imprisonment for 60 days
MARYLAND [For street trades, see Table 6] [For public exhibitions, see Table 7] Annotated Code 1911 v 3 (1914) art 27 s 273; art 77 s 168; art 100 s 5, 12, 34, 37, 38, 48	A 12 [Employment 12 to 14 permitted only during such time as child is not required to attend school (see Table 5) on vacation employment certificate—See Tables 2 and 3]	Mercantile establishment Canning establishment Packing establishment Store Office [See provisions in B, below] Boarding house Place of amusement Club Distribution or transmission of merchandise Sale of merchandise	A 1. Same as in B, below 2. Same as in B, below

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV	
MARYLAND—Continued A C 1911 v 3 (1914) art 27 s 273; art 77 s 166; art 100 s 4, 34, 37, 38, 48 [For prohibition of employ- ment under 14 by tele- graph, telephone, or mes- senger company in calling for or delivering any mes- sage, with different pen- alty, see A C 1911 v 1 (1911) art 23 s 375, 377]	B 14	Mechanical establishment Mill Factory Workshop Tenement-house manufactory or workshop Office building Restaurant Bakery Barber shop Hotel Apartment house Bootblack stand or establishment Public stable Garage Laundry Driver Brickyard Lumberyard Construction or repair of build- ings Messenger for telegraph, tele- phone, or messenger company [See provisions in K, below]	B 1. Duty Chief of State bureau of statistics and information Inspectors of factories, attendance officers, and other authorized officers 1. Power only Any person: May make and prosecute complaints 2(a). First offense Maximum—\$50 2(a). Second offense Maximum—\$200 or imprisonment for 30 days, or both 2(b). Any offense (Each day's violation a separate offense) Maximum—\$20	
A C 1911 v 3 (1914) art 27 s 273; art 77 s 166; art 100 s 6, 34, 37, 38, 48	C 14	Any business or service during school hours <i>Exemptions:</i> Child having "previously fulfilled during the current school year such requirements as to school attendance as now or may here- after be prescribed by law" [See Table 5]	C 1. Same as in B, above 2. Same as in B, above	
A C 1911 v 3 (1914) art 27 s 273; art 77 s 166; art 100 s 7, 8, 34, 37, 38, 48 [For permit allowing child under 16 to appear in con- cection with theatrical performances, see Table 7, A]	D 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including preparing any composi- tion in which dangerous or poisonous acids or gases are used Manufacture of paints, etc. Oiling, wiping, or cleaning machinery or assisting therein Steam, electric, or hydraulic railroad Vessel or boat engaged in navigation or commerce Mine [See provisions in L, below] Coal breaker Quarry Assorting, manufacturing, or packing tobacco Pool or billiard room Employment on stage of theater or concert hall [See column I] Any other occupation "dangerous to the life and limb, or injurious to the health or morals" of child under 16	D 1. Same as in B, above 2. Same as in B, above	

A C 1911 v 3 (1914) art 27 s 346, 347; art 77 s 166	E 16	Handling intoxicating liquors or packages containing same in brewery or bottling establishment where intoxicating liquors are prepared for sale or offered for sale [See provisions in G, I, J, and M, below]	<p>1. Power only Attendance officers: "May visit all establishments where minors are employed * * * and ascertain whether any minors are employed therein contrary to law," [This provision occurs in the education law and is apparently limited to certain counties—See note in column I, Table 5]</p> <p>2(a). Any offense Minimum—\$10 Maximum—\$100</p>	E
A C 1911 v 3 (1914) art 27 s 476 [For prohibition of employment under 14 in begging, etc., see A C 1911 v 3 (1914) art 27 s 344]	F 16	Peddling Begging Mendicant or wandering business	<p>1. [No specific provision]</p> <p>2(a). Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$250 or imprisonment for 1 year, or both</p>	F
A C 1911 v 3 (1914) art 27 s 273; art 77 s 166; art 100 s 21, 34, 37, 38, 48	G 18	Certain dangerous, etc., occupations, including: Work at certain machines Work in certain processes Blast furnace Running or management of elevator or lift Oiling or cleaning machinery in motion Brakeman, fireman, engineer, motorman, or conductor on railroad Railroad telegraph operator Pilot, fireman, or engineer upon boat or vessel Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Theater, concert hall, club, or other place of amusement wherein intoxicating liquors are sold	<p>1. Same as in B, above</p> <p>2. Same as in B, above</p>	G
A C 1911 v 3 (1914) art 27 s 273; art 77 s 166; art 100 s 23, 34, 37, 38, 48	H Girl 18	Employment requiring constant standing	<p>1. Same as in B, above</p> <p>2. Same as in B, above</p>	H
A C 1911 v 3 (1914) art 27 s 273; art 77 s 166; art 100 s 22, 34, 37, 38, 48	I 21	Saloon or barroom where intoxicating liquors are sold	<p>1. Same as in B, above</p> <p>2. Same as in B, above</p>	I
A C 1911 v 2 (1911) art 56 s 98; art 77 s 166	J Minor	Selling or dispensing beer or liquors, etc., at retail where same is to be drunk upon premises (includes club)	<p>1. Same as in E, above, including bracketed note</p> <p>2(a). Any offense Maximum—\$100</p>	J
A C 1911 v 1 (1911) art 23 s 376, 377; art 77 s 166	K Minor	Calling for or delivering messages for telegraph, telephone, or messenger company at or to immoral, etc., place of business	<p>1. Same as in E, above, including bracketed note</p> <p>2(a). Each offense Minimum—\$100 or imprisonment for 60 days, or both Maximum—\$500 or imprisonment for 60 days, or both</p>	K

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	I	III	IV
MARYLAND —Continued Public Local Laws 1888 art 1 s 197 (as reenacted by 1902 C 124), 200 (as reenacted by 1902 C 124), 209n subsection H (as added by 1902 C 124), 209p (as added by 1902 C 124 and amended by 1904 C 243), 209q subsection F (as added by 1902 C 124)	L Girl of any age	Mine in Allegany or Garrett County where 10 or more persons are employed in any 24-hour period	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspec- tor's orders
A C 1911 v 3 (1914) art 27 s 442, 443; art 77 s 166	M Girl of any age	Walter, or seller, etc., of liquors, etc., in theater, museum, or other place of amusement	1. Duty Mine inspector: Shall inspect mines; Shall report violations to county grand jury 2(a). Any offense Maximum—\$500 or imprisonment for 6 months, or both
MASSACHUSETTS [For street trades, see Table 6] [For public exhibitions, see Table 7] Revised Laws 1902 C 46 s 13 (as amended by 1913 C 779 s 12) B L 1902 C 108 s 8 (as amended by 1907 C 413) 1909 C 514 s 17 (as amended by 1912 C 191), 56 (as amended by 1913 C 831 s 1), 62 (as amended by 1913 C 779 s 20), 63 (as amended by 1913 C 779 s 21), 74 1912 C 726 s 5, 11 1913 C 714 s 1-4 1913 C 831 s 2-7, 18, 20	A 14	Manufacturing establishment Mechanical establishment Mercantile establishment Factory Workshop Barber shop Bootblack stand or establishment Public stable Garage Brickyard Lumberyard Telephone exchange Telegraph office Messenger office Construction or repair of buildings Contract or wage-earning industry carried on in tenement or other houses Any work for wage or other compensation during school hours	1. Same as in E, above, including bracketed note 2(a). Any offense Minimum—\$100 or imprisonment for 1 month, or both Maximum—\$1,000 or imprisonment for 6 months, or both (In addition to above penalty, license shall be forfeited) 1. Duty Inspectors of State board of labor and industries Attendance officers: "Shall inquire into" all cases of children out of school and without permits; shall apprehend and take to school child under 21 illegally employed; shall make complaint; May inspect certain establishments 1. Power only Any person: May prosecute violations 2(a). First offense Minimum—\$10 or imprisonment, or both Maximum—\$50 or imprisonment for 30 days, or both 2(a). Subsequent offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (Any offense—After notification by enforcing officer, each day's violation a separate offense)

B	C	D	E	F	G
<p>[For prohibition of employment of minor in selling, etc., any publication devoted to accounts of criminal or immoral, etc., deeds, which is given in detail in Table 6, column I, but which may refer to other than street employment, see R L 1902 C 212 s 21]</p>	<p>1. Duty Inspectors of State board of labor and industries 1. Power only Any person: May prosecute violations 2. Same as in A, above</p>	<p>1. [No specific provision] 2(a). Any offense Minimum—\$25 Maximum—\$100</p>	<p>1. [No specific provision] 2. Same as in C, above</p>	<p>1. Duty Building commissioner shall not grant license to persons under age 2(a). Any offense Minimum—\$10 Maximum—\$500 (Above penalty is incurred for employing person under age or without a license)</p>	<p>1. Same as in B, above 2. Same as in A, above</p>
<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Oiling or cleaning hazardous machinery Stripping, assorting, manufacturing, or packing tobacco Public bowling alley Pool or billiard room Any trade, process of manufacture, or occupation, or method of carrying on aforesaid, not already forbidden by law to child under 16, which State board of labor and industries may determine to be sufficiently dangerous or injurious to health or morals of such child to justify his exclusion therefrom</p>	<p>Operation or charge of freight or passenger elevator</p>	<p>Operation or charge of freight or passenger elevator running at a speed of more than 100 feet per minute</p>	<p>Operation of passenger elevator in Boston (Term does not include elevator used for freight and carrying passengers incidentally to such use) <i>Exemptions:</i> Provision does not apply to: Private or apartment house or any building under construction or repair Emergency that could not reasonably have been foreseen</p>	<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc. Oiling or cleaning hazardous machinery in motion Blast furnace Brakeman, fireman, engineer, motorman, or conductor on railroad or railway Fireman or engineer on boat or vessel Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Part of hotel, theater, concert hall, place of amusement, or other establishment where intoxicating liquors are sold Any trade, process of manufacture, or occupation, or method of carrying on aforesaid, not already forbidden by law to child under 18, which State board of labor and industries may determine to be sufficiently dangerous or injurious to health or morals of such child to justify his exclusion therefrom <i>Exemptions:</i> Drug store</p>	<p>Saloon or barroom where alcoholic liquors are sold Sending minor in any employment to immoral places, etc.</p>
B 16	C 16	D 18	E 18	F 18	G 21

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV
MICHIGAN [For street trades, see Table 6] [For public exhibitions, see Table 7] Howell's Annotated Statutes 1913 s 4018 (as amended by 1915 No 255), 4026, 4029, 4062	A 15 [See column III, <i>Exemptions</i>]	Manufacturing establishment Mercantile institution Factory Workshop Store Office Hotel Laundry Mine Bowling alley Billiard or pool room conducted for profit Theater (other than employment by traveling theatrical company in "acting a part in the productions of such company"—See Table 7, A) [But see C, below, for minimum age of 16] Employment in connection with passenger or freight elevator Telegraph service Messenger service <i>Exemptions:</i> Employment of child over 14 during established vacation period in preserving perishable goods in fruit or vegetable canning establishment	A 1. Duty State factory inspectors 1. Power only Any citizen: May make complaint [1911 A 163 and 1913 A 177 provide for the appointment of mine inspectors, but their duties apparently relate only to safety] 2(a). Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 90 days, or both
H A S 1913 s 3921, 14744	B 16	Any immoral, etc., purpose or practice Begging	B 1. [No specific provision] 2(a). Any offense Maximum—\$250 or imprisonment for 1 year, or both
H A S 1913 s 4019 (as amended by 1915 No 255), 4026, 4029, 4062 [For provision prohibiting girl of any age from operat- ing certain wheels or belts, see H A S 1913 s 4030]	C 16	The following (other than employment by any traveling theatrical company in "acting a part in the productions of such company"—See Table 7, A): Theater Variety or burlesque show Moving-picture show Other kind of playhouse Music or dance hall Pool room Billiard room	C 1. Same as in A, above 2. Same as in A, above

D Boy 18 Girl 21 [See column III, Exemptions]	[For prohibition of employment of minor child in selling, etc., any publication devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see if A S 1913 s 4787]	Cleaning machinery in motion Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Any hazardous employment Employment where health may be injured or morals depraved <i>Exemptions:</i> [A proviso, the significance of which is not clear, permits the employment of boy 16 to 18 in any occupation other than cleaning machinery in motion or occupations in distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled, provided employment is for not more than 10 hours per day, 34 per week (the legal maximum for minors under 18), and is approved by department of labor as not injurious to health or morals, or unduly hazardous]	1. Same as in A, above 2. Same as in A, above	D
	H A S 1913 s 6818, 6822, 6823 H A S 1913 s 4018 (as amended by 1915 No 255), 4026, 4029, 4033, 4062 [Proprietor of saloon, etc., is prohibited by H A S 1913 s 3922 from permitting minor under 17 to remain in such place, and by s 5069 from allowing any minor to visit or remain in such place unless accompanied by father or guardian]	Telegraph operator employed by railroad company whose line of railway is 30 miles or more in length	1. [No specific provision] 2(a). Any offense Maximum—\$100 or imprisonment for 90 days, or both	
	F 21	"Theater, concert hall, or place of amusement where intoxicating liquors are sold,"	1. Same as in A, above 2. Same as in A, above	
	G Girl of any age [See note in column I]	Acting as barkeeper or serving liquors in any saloon or barroom where spirituous or intoxicating liquors, or malt, brewed, or fermented liquors are sold or kept for sale	1. Same as in A, above 2. Same as in A, above	
	A 14	Factory Mill Workshop Mine Construction of buildings Employment about any engineering work Employing or exhibiting child in any business or service during any part of the term during which public schools are in session	1. Duty State department of labor and industries 1. Power only Truant officers: May inspect establishments and shall report violations to school authorities and to State commissioner of labor 2(a). Any offense Minimum—\$25 Maximum—\$50 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	
MINNESOTA [For street trades, see Table (i)] [For public exhibitions, see Table 7] General Statutes 1913 s 3818, 3819, 3839, 3846, 3847				A

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments Exemptions III	Enforcement IV
MICHIGAN [For street trades, see Table 6] [For public exhibitions, see Table 7] Howell's Annotated Statutes 1913 s 4018 (as amended by 1915 No 255), 4026, 4029, 4062	A 15 [See column III, <i>Exemptions</i>]	Manufacturing establishment Mercantile institution Factory Workshop Store Office Hotel Laundry Mine Bowling alley Billiard or pool room conducted for profit Theater (other than employment by traveling theatrical company in "acting a part in the productions of such company"—See Table 7, A) [But see C, below, for minimum age of 16] Employment in connection with passenger or freight elevator Telegraph service Messenger service <i>Exemptions:</i> Employment of child over 14 during established vacation period in preserving perishable goods in fruit or vegetable canning establishment	A 1. Duty State factory inspectors 1. Power only Any citizen: May make complaint [1911 A 163 and 1913 A 177 provide for the appointment of mine inspectors, but their duties apparently relate only to safety] 2(a). Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 90 days, or both
H A S 1913 s 3921, 14744	B 16	Any immoral, etc., purpose or practice Begging	B 1. [No specific provision] 2(a). Any offense Maximum—\$250 or imprisonment for 1 year, or both
H A S 1913 s 4019 (as amended by 1915 No 255), 4026, 4029, 4062 [For provision prohibiting girl of any age from operat- ing certain wheels or belts, see H A S 1913 s 4030]	C 16	The following (other than employment by any traveling theatrical company in "acting a part in the productions of such company"—See Table 7, A): Theater Variety or burlesque show Moving-picture show Other kind of playhouse Music or dance hall Pool room Billiard room	C 1. Same as in A, above 2. Same as in A, above

<p>[For prohibition of employment of minor child in selling, etc., any publication devoted to accounts of criminal or immoral deeds, which is tabulated in Table 6, but which may refer to other than street employment, see H A S 1913 s 4787]</p>	<p>D Boy 18 Girl 21 [See column III, Exemptions]</p>	<p>Cleaning machinery in motion Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Any hazardous employment Employment where health may be injured or morals depraved</p> <p><i>Exemptions:</i> [A proviso, the significance of which is not clear, permits the employment of boy 16 to 18 in any occupation other than cleaning machinery in motion or occupations in distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled, provided employment is for not more than 10 hours per day, 64 per week (the legal maximum for minors under 18), and is approved by department of labor as not injurious to health or morals, or unduly hazardous]</p>	<p>1. Same as in A, above 2. Same as in A, above</p>	<p>D</p>
<p>H A S 1913 s 6818, 6822, 6823 H A S 1913 s 4018 (as amended by 1915 No 255), 4026, 4029, 4033, 4062</p> <p>[Proprietor of saloon, etc., is prohibited by H A S 1913 s 3922 from permitting minor under 17 to remain in such place, and by s 5069 from allowing any minor to visit or remain in such place unless accompanied by father or guardian]</p>	<p>E 19 F 21 G Girl of any age [See note in column I]</p>	<p>Telegraph operator employed by railroad company whose line of railway is 30 miles or more in length</p> <p>"Theater, concert hall, or place of amusement where intoxicating liquors are sold"</p> <p>Acting as bartender or serving liquors in any saloon or barroom where spirituous or intoxicating liquors, or malt, brewed, or fermented liquors are sold or kept for sale</p>	<p>1. [No specific provision] 2(a). Any offense Maximum—\$100 or imprisonment for 90 days, or both</p> <p>1. Same as in A, above 2. Same as in A, above</p> <p>1. Same as in A, above 2. Same as in A, above</p>	<p>E F G</p>
<p>MINNESOTA</p> <p>[For street trades, see Table 6] [For public exhibitions, see Table 7] General Statutes 1913 s 3818, 3819, 3839, 3846, 3847</p>	<p>A 14</p>	<p>Factory Mill Workshop Mine Construction of buildings Employment about any engineering work Employing or exhibiting child in any business or service during any part of the term during which public schools are in session</p>	<p>1. Duty State department of labor and industries 1. Power only Truant officers: May inspect establishments and shall report violations to school authorities and to State commissioner of labor 2(a). Any offense Minimum—\$25 Maximum—\$50 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20</p>	<p>A</p>

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
MINNESOTA—Continued G S 1913 s 3818, 3819, 3847, 3848, 8482 [For law prohibiting employment of child under 16 in the care, management, or operation of any elevator and in employment dangerous to lives, limbs, health, or morals, see G S 1913 s 3870, 3871, 3881] [For prohibition of employment of minor child in selling, etc., any publications devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see G S 1913 s 3819, 8705]	B 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including preparing any composition in which dangerous or poisonous acids are used Oiling or assisting in oiling, wiping, or cleaning machinery Pin boy in bowling alley Manufacture of paints, etc. Operating or assisting to operate passenger or freight elevator Employment dangerous to life, health, or morals of child under 16 [See also G S 1913 s 8483, 8669, for protective regulation which does not specify employment] Theater Concert hall Saloon Place of amusement	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
	C Girl 16	Employment compelling constant standing	1. Same as in A, above 2. Same as in B, above
G S 1913 s 3819, 3870, 3881	D Girl of any age	Oiling or cleaning moving machinery	1. Duty State department of labor and industries 2(a)(b). Any offense Minimum—\$25 or imprisonment for 15 days [See G S 1913 s 8482 for maximum penalty for misdemeanor which might be applicable]

G S 1913 s 3819, 8482	F 18 (actually or apparently)	Any immoral, etc., practice Any practice dangerous or injurious to life, limb, health, or morals Beggaring or mendicant occupation Messenger for delivering letters, telegrams, packages, or bundles to immoral, etc., places	E 1. Duty State department of labor and industries: "Shall enforce all laws regulating the employment of minors" 2(a). Any offense Minimum—\$50 or imprisonment for 30 days, or both [See G S 1913 s 8482 for maximum penalty for misdemeanor which might be applicable]
G S 1913 s 3819, 3847, 3849, 8482	F Girl 21	Messenger for telegraph or messenger company in the distribution, transmission, or delivery of goods or messages	F 1. Same as in A, above 2. Same as in B, above
MISSISSIPPI [Statutory prohibition enacted February, 1908; in effect Jan. 1, 1909] 1908 C 99 (as amended by 1912 C 165) s 1, 6-8 1914 C 163 s 3, 4 1914 C 164 s 9 [1912 C 165 s 9, amending 1908 C 99, which exempted fruit canneries from the provisions tabulated in A and which so defined the application of the act as to make the penalties apply to employment in all the establishments listed in column III, was repealed by 1914 C 163 s 8]	A Boy 12 Girl 14	Manufacturing establishment Mill Factory Cannery [See note in column I] <i>Exemptions:</i> [1914 C 164 repeals these provisions in so far as they relate to "cotton mills and knitting mills," but enacts nearly identical provisions for such establishments in regard to minimum age—See provisions in B, below]	A 1. Duty State factory inspector Circuit judge: Shall specially charge grand jury to investigate violations 2(a). Any offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 60 days, or both (Above penalty applies specifically to employment only in "mill, factory or manufacturing establishment")
1914 C 163 s 3, 4 1914 C 164 s 1, 4, 6-9	B Boy 12 Girl 14	Cotton mill Knitting mill	B 1. Duty Same as in A, above, and also, County sheriff 2(a). Any offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 60 days, or both 2(b). Any offense Minimum—\$10 Maximum—\$100 (Penalty 2(b) is incurred for refusal to obey lawful order of sheriff)

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-476 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV
MISSOURI [For street trades, see Table 6] [For public exhibitions, see Table 7] Revised Statutes 1909 v 1 s 1715 (as amended by 1911 p 123), 1726b-1726d (as added by 1911 p 123) R S 1909 v 2 s 7824, 7825	A 14	Any gainful occupation <i>Exemptions:</i> Agricultural pursuits Domestic service	A 1. Duty State factory inspector: In cities of 10,000 or over "shall enforce all laws relating to the inspection" of factories, warehouses, freight depots, machine shops, laundries, tenement workshops, bakeries, hotels, restaurants, bowling alleys, theaters, concert halls or places of public amusement, and other manufacturing, mechanical, and mercantile establishments and workshops 2(a). Any offense Maximum—\$100 or imprisonment for 1 year, or both (Each day's violation a separate offense)
[For earlier law fixing minimum age of 14 for employment in begging, peddling, for any immoral, etc., purpose or practices, and for or in any business or vocation injurious to life or limb of child under 14, see R S 1909 v 2 s 4741-4743, 7824, 7825]	B 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. [See also R S 1909 v 2 s 7829, 7846, 7847] Work in certain processes, etc., including preparing any composition in which dangerous or poisonous acids or alkalies are used Manufacture of paints, etc. Oiling, wiping, or cleaning machinery, or assisting therein Brewery or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Hotel Concert hall Moving-picture show Pool and billiard hall Wholesale drug store Saloon Place of amusement Bowling alley Any other employment declared by State factory inspector to be dangerous to life and limb or injurious to health or morals of child under 16	B 1. Same as in A, above 2. Same as in A, above

[1]

R S 1909 v 2 s 4456, 4457, 4458, 4467 (as amended by 1911 p 319)	C Boy 14 Girl of any age	Mine	O 1. Duty Mine inspectors 2(a). First offense Minimum—\$50 Maximum—\$200 2(a). Second offense Minimum—\$200 Maximum—\$500
R S 1909 v 2 s 7824, 7825, 7829, 7846, 7847	D Any minor Girl of any age	Cleaning machinery while in motion (Above in manufacturing, mechanical, mercantile, and other establishments and places)	D 1. Same as in A, above 2(a). First offense Minimum—\$25 Maximum—\$200 2(a). Subsequent offense Minimum—\$100 Maximum—\$500
R S 1909 v 2 s 7213	E Any minor	Employment in dramshop to play cards, dominos, dice, billiards, pigeonhole, pool, or any other game	E 1. [No specific provision] 2(a). Any offense Minimum—\$50 Maximum—\$200 (In addition to above penalty, forfeiture of \$50 to parent upon conviction under civil action)
R S 1909 v 2 s 4740	F Girl of any age	Servant, bartender, waiter, in dramshop, saloon, or any place where spirituous, malt, or vinous liquors are sold at retail	F 1. [No specific provision] 2(a). Any offense Minimum—\$50 or imprisonment for 3 months, or both Maximum—\$500 or imprisonment for 12 months, or both (In addition to above penalty, license shall be revoked and no license shall be issued to violator for 2 years thereafter)
MONTANA [For street trades, see Table 6] [For public exhibitions, see Table 7] Revised Codes 1907 s 1050, 1659 1913 C 76 s 1101-1103	A 14 (if child has not completed public school studies) 16 (if not able to read and write English)	Any occupation during school term [This is not a direct minimum age law, but must be inferred as such from the requirements for age and schooling certificates—See Table 2, A and B]	A 1. Duty Truant officers State bureau of child and animal protection: * * * pertaining to children; Has powers of inspection 2 (a). Each offense Minimum—\$25 Maximum—\$50

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
MONTANA —Continued Constitution art 18 s 3, 5 R C 1907 s 1660, 1669, 1746, 1750, 1751 1911 C 120 s 5 1913 C 55 s 3, 5 [For prohibition of employ- ment of child under 16 in selling, etc.; any publica- tion devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see R C 1907 s 1660, 1669, 8111, 8391, 8392]	B 16	Factory Workshop Mine [See also R C 1907 s 1752-1754 and 1913 C 55 s 3, 5] Mill Smelter Steam, electric, hydraulic, or compressed-air railroad Passenger or freight elevator Where any machinery is operated Employment by telephone company Employment by telegraph company Employment by messenger company Any occupation not above enumerated which is known to be dangerous or unhealthful or which may be in any way detri- mental to the morals of child under 16 [For prohibition of em- ployment of child under 16 in begging or peddling in public street or highway, or in any mendicant or wandering business, see R C 1907 s 1660, 1669, 8111, 8347]	B 1. Duty State commissioner of labor and industry State bureau of child and animal protection: Has duties and powers as specified in A, above State coal mine inspector: As to coal mines [State mine inspector must inspect mines, but duties appear to relate only to safety—R C 1907 s 1713, 1720] 1. Power only Any reputable citizen: May make complaint 2 (a). Any offense Minimum—\$25 or imprisonment for 30 days, or both Maximum—\$500 or imprisonment for 6 months, or both [For law fixing maximum penalty of fine of \$1,000 for employment of child under 14 in underground works or mine, or in “any similar business,” see R C 1907 s 8340]
R C 1907 s 1660, 1669, 8111, 8373, 8376 [Person keeping saloon, etc., is prohibited by R C 1907 s 8379 from permitting any minor to resort or stop in such place]	C Girl of any age [See note in col- umn I]	Employment to “wait” in any drinking saloon, dance cellar, ball- room, public garden, public highway, common park or street, or in any steamboat or railroad car, or in any place whatsoever, if in such place there is connected therewith the sale or use as a beverage of any intoxicating, spirituous, vinous, or malt liquors	C 1. Duty State bureau of child and animal protection: Has duties and powers as specified in A, above 2 (a). Any offense Minimum—\$50 or imprisonment, or both Maximum—\$500 or imprisonment for 3 months, or both
	D Girl of any age	Selling or furnishing malt, vinous, or spirituous liquors in the auditorium, boxes, or lobbies of any theater, melodrama, variety show, museum, circus, or caravan, or any place where any farce, comedy, tragedy, ballet, opera, or play is being performed, or any exhibition of dancing, juggling, waxwork figures, and the like is being given for public amusement	D 1. Same as in C, above 2 (a). Each offense Maximum—\$500 or imprisonment for 6 months, or both

NEBRASKA [For street trades, see Table 6] [For public exhibitions, see Table 7] Revised Statutes 1913 s 3575, 3585-3587 [For prohibition of employment of "minor child" in selling, etc.; any publication devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see R S 1913 s 8750]	A 14	Manufacturing establishment Mercantile institution Factory Workshop Theater Concert hall Place of amusement Place where intoxicating liquors are sold Store Office Hotel Laundry Bowling alley Passenger or freight elevator Messenger for any of the above Driver for any of the above Any business or service during school hours	A 1. Duty State deputy commissioner of labor Truant officers 1. Power only Any person: May cause enforcement [For powers of State board of inspection in regard to certificates, which indirectly enforce the minimum age laws, see Table 2, A-IX] 2 (a). Each offense Maximum—\$50 2 (b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	B
	B 16	Any work which by reason of its nature or the place of performance is dangerous to life or limb or in which child's health may be injured or morals depraved	1. Same as in A, above 2. Same as in A, above	
	A 14	Any business or service during school hours	A 1. Duty State labor commissioner State superintendent [of public instruction], other authorized inspector, or school-attendance officer: Shall demand evidence of age of child apparently under 14 employed during school hours, and forbid employment if such proof be not produced [See Table 6, A-VIII, for powers of inspection given to attendance officer or other school officer] 2. Same as in B, below	B
NEVADA [For street trades, see Table 6] [For public exhibitions, see Table 7] 1913 C 232 s 1-6, 9, 10 [For prohibition of employment of minor in selling, etc., any publication devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, A, but which may refer to other than street employment, see R L 1912 s 6461, 6284] 1915 C 203 s 4, 8, 9, 13	B 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. Mine Coal breaker Quarry Smelter Ore-reduction works Laundry Tobacco warehouse, cigar factory, or other factory where tobacco is manufactured or prepared Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Glass furnace Running or managing elevator or lift Oiling hazardous or dangerous machinery in motion	B 1. Duty State labor commissioner 2(a). Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	

CHILD LABOR LEGISLATION.

[For prohibition of employment of any minor in selling, etc., any publication devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see Table 6, C]	B Boy under 21 Girl of any age	Apartment house Bootblack stand or parlor Distribution or transmission of merchandise Distribution or transmission of messages	2(b). Any offense (Each day's violation a separate offense) Minimum--\$5 Maximum--\$20	B
P S 1901 C 92 s 18 P S 1901 C 93 s 15 (as amended by 1901 C 61) 1903 C 95 s 14 (as amended by 1913 C 129), 17 (as amended by 1905 C 49 s 11), 33 (as amended by 1905 C 49 s 18) 1911 C 198 s 2 1915 C 110 s 3	B 14	Selling or serving liquor on licensed premises <i>Exemptions:</i> Selling or serving liquor to bona fide registered guests in their rooms and in dining rooms with meals under licenses of the first class (to be issued only to innholders)	1. Duty Board of excise commissioners and its special agents: May inspect; Shall make complaint for violation State labor commissioner: Has duties as specified in A, above Truant officers: As to employment under 16 during school hours 1. Power only State superintendent of public instruction or his deputy: As to employment of minors 2(a). Any offense Fine of \$200 and imprisonment for not less than 1 month nor more than 2 years (In addition to above penalty, license may be revoked or suspended by board of excise commissioners)	B
NEW JERSEY [For street trades, see Table 6] [For public exhibitions, see Table 7] [See also 1914 C 233 s 1, 3, 5, 7, 9, 10, 12, 13, 15, 17, 18, for provisions apparently applying chiefly to street trades, and therefore tabulated in Table 6, but possibly applying to other occupations. By permitting on certificate (see notes in column 1, Tables 2 and 3) employment outside school hours in "certain light employments in the open air,"	A 14	Factory Workshop Mill Newspaper plant Printery Commercial laundry Place where printing is carried on Place where the manufacture of goods of any kind is carried on	1. Duty State commissioner of labor (with supervision and control over assistant and inspectors) 2 (a). Each offense Fine of \$50 [For heavier penalty for employment in factory, workshop, mill, and place where the manufacture of goods of any kind is carried on, see provisions in C, below] (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)	A
	B 14	Factory Workshop Mill Place where the manufacture of goods of any kind is carried on Mine Quarry	1. Same as in A, above 2. Same as in A, above, including bracketed note	B

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
NEW JERSEY—Continued otherwise lawful (see minimum age provisions below) it appears to fix a minimum age of 10 for all open-air employment, except agricultural pursuits, which are exempted] Compiled Statutes 1910 v 3 Labor s 16 p 3023 (as amended by 1914 C 60), s 60 p 3034 (as amended by 1912 C 117), s 61 p 3035 [C S 1910 v 3 Labor s 16 p 3023 was amended in 1914 not only by C 60, approved Mar. 26, tabulated in A, but also by C 236 and C 252, both approved Apr. 17, tabulated in B and C] C S 1910 v 3 Labor s 16 p 3023 (as amended by 1914 C 236 s 2) C S 1910 v 3 Labor s 16 p 3023 (as amended by 1914 C 252 s 1) C S 1910 v 3 Labor s 23 p 3025 (as amended by 1914 C 252 s 4) 1914 C 236 s 8	C 14 D 14 [See provisions in E, below] E 16	Factory Workshop Mill Place where the manufacture of goods of any kind is carried on Mercantile establishments (Term shall be "construed to apply to any employment of labor other than a factory, workshop, mill or other place where the manufacture of goods of any kind is carried on") [See provisions in E, below] Certain dangerous, etc., occupations in mercantile establishments [see D-III, above], including: Employment detrimental to health or dangerous to the life and limb of child under 16, or that exposes him to excessive heat or cold, or that requires excessive muscular exertion that is detrimental to his health and strength, or that exposes him to conditions that will retard his growth or injure his health, or in any place that is damp, unhealthy, or injurious in any way to health and strength, or where, on account of the light or the nature and	C 1. Same as in A, above 2 (a). Any offense Minimum—\$50 or imprisonment, or both Maximum—\$50 or imprisonment for 90 days, or both 2 (a). Habitual violation Maximum—\$1,000 or imprisonment for 3 years, or both (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2) D 1. Duty State commissioner of labor, assistant commissioner, and inspectors of department of labor Attendance officers or other persons empowered to compel school attendance Police officers Other person designated by law to protect children from cruelty and neglect 1. Power only Officer or agent for incorporated society for the protection of children from cruelty and neglect 2. Same as in C, above E 1. Same as in D, above 2 (a). Any offense Maximum—\$50 or imprisonment for 90 days, or both 2 (a). Habitual violation Maximum—\$1,000 or imprisonment for 3 years, or both (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)

1911 C 136 s 1, 3, 5, 6 (as amended by 1914 C 253 s 1, 3, 5, 6), 15 [For earlier law fixing minimum age of 12 in underground works or mine or "like place," see C S 1910 v 2 Infants s 50 p 2816]		character of the work, the child's eyesight or hearing will be injured Handling goods, wares, or merchandise that are poisonous or that give off dust, fumes, or gases, or in working around heated metal, combination of metal or metals, or their salts, that give off any dust, fumes, or gases that are detrimental to the health [For earlier law prohibiting employment of minor in vocation injurious to health, etc., see provisions in H, below]	
[Person having license to sell liquors is prohibited by C S 1910 v 2 Crimes s 70 p 1769 from permitting any minor under 18 to frequent his place of business] [For law prohibiting child under 16 from cleaning machinery in motion, etc., in certain establishments, see also C S 1910 v 3 Labor s 36 p 3028]	F 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including those in which dangerous or poisonous acids or gases are used Oiling, wiping, or cleaning machinery or assisting therein Manufacture or use of dangerous or poisonous dyes Manufacture of paints, etc., or any process in which lead or its compounds are employed "Occupations causing * * * dust in injurious quantities, including * * * tobacco * * * dust," Any trade, [or] process which shall offer such exposure to excessive heat, cold, muscular exertion, or other physical risk as shall be harmful, in the judgment of State commissioner of labor, to the health and future working efficiency of child under 16 [For earlier law, see provisions in H, below]	F 1. Same as in A, above 2. Same as in E, above
C S 1910 v 2 Crimes s 56 p 1763, s 218 p 1812 [For earlier provision covering begging, etc., see C S 1910 v 2 Infants s 48 p 2816]	G 18	"Begging, * * * or for any mendicant or wandering business whatsoever * * * in the streets, roads, and other highways or public places of this State" Immoral conduct or occupation in streets, roads, and other highways, or in public or private places	G 1. [No specific provision] 2 (a). Any offense Maximum—\$1,000 or imprisonment for 3 years, or both (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)
C S 1910 v 2 Infants s 47 p 2816	H "Minor child"	Certain dangerous, etc., occupations, including: Employment in immoral, etc., places, or in place where illegal or immoral, etc., exhibition takes place Any illegal or immoral, etc., vocation [See later law tabulated in G, above] Any vocation injurious to the health or dangerous to life or limb of child engaged therein [See later laws tabulated in E and F, above]	H 1. [No specific provision] 2(a). Each offense Minimum—\$50 Maximum—\$100 (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
NEW MEXICO [For public exhibitions, see Table 7] 26 United States Statutes at Large C 564 p 1104 s 12, 14 [The State Constitution, art 22, s 3, provides that the above act remain in force until otherwise provided by law. Statutes 1915 s 5362-5367 make provision for the inspection of mines and the protection of employees therein which in part supersedes said act but does not cover the employment of children]	A 12 [See provisions in B, below]	Underground workings of any [coal] mine [See provisions in B, below]	A 1. Power only Federal mine inspector: May especially make inquiry whether the provisions of this act are complied with [See also note in column I] 2(a). Any offense Maximum—\$100
Constitution art 17 s 2	B 14	Mine	B [See A-IV, above, including bracketed note, which would be applicable in so far as the provisions here tabulated are covered by those tabulated in A]
Statutes 1915 s 2907-2910 [Proprietor of saloon is prohibited by St 1915 s 2917 from permitting any minor under 21 to loiter upon or frequent such premises]	C Girl of any age [See note in column I]	Serving drinks or any other form of refreshment or viands or soliciting for purchase or sale thereof, in saloon, or serving intoxicating drinks in any room adjacent to or within 100 feet of saloon or any place where intoxicating liquor is sold or given away	C 1. Duty Sheriff, deputy sheriff, constable, city marshal, and police officers: Are penalized upon failure to arrest offenders for violations of which they have knowledge 2(a). Any offense Maximum—\$100 or imprisonment for 6 months, or both

<div><div>A</div><div>NEW YORK</div><div>[For street trades, see Table 6]</div><div>[For public exhibitions, see Table 7]</div><div>Consolidated Laws 1910 v 8</div><div>Education C 16:</div><div>Art 23 s 626, 628 (as amended by 1913 C 748), 632, 633 subdivision 3, 636</div></div>	<div><div>A 14</div><div>Any business or service during school term</div></div>	<div><div>A</div><div>1. Duty</div><div>State commissioner of education:</div><div>Shall supervise enforcement</div><div>Superintendent of schools:</div><div>Shall supervise enforcement within city, union free school district, or common school district whose limits include in whole or in part an incorporated village</div><div>1. Power only</div><div>Truant officers:</div><div>May inspect establishments</div><div>2(a). First offense</div><div>Minimum—\$20</div><div>Maximum—\$50</div><div>2(a). Subsequent offense</div><div>Minimum—\$50</div><div>Maximum—\$200</div></div>
<div><div>B</div><div>C L 1909 v 3 Labor C 31:</div><div>Art 1 s 2 (as amended by 1913 C 529, by 1914 C 512, and by 1915 C 650);</div><div>Art 3-a s 51-52 (as added by 1913 C 145);</div><div>Art 4 s 59 (as amended by 1913 C 145);</div><div>Art 12 s 160, 161 (as amended by 1914 C 331), 162 (as amended by 1911 C 866), 172 (as amended by 1913 C 145)</div><div>C L 1909 v 4 Penal C 40:</div><div>Art 120 s 1275 (as amended by 1913 C 349)</div></div>	<div><div>B 14</div><div>In any village or city of 3,000 or over:</div><div>Mercantile establishment</div><div>Business office</div><div>Telegraph office</div><div>Restaurant</div><div>Hotel</div><div>Apartment house</div><div>Theater</div><div>Place of amusement</div><div>Bowling alley</div><div>Barber shop</div><div>Shoe-polishing establishment</div><div>Distribution or transmission of merchandise or articles</div><div>Distribution or transmission of messages</div><div>Distribution of articles</div><div>Sale of articles</div></div>	<div><div>B</div><div>1. Duty</div><div>State industrial commission:</div><div>Has duty of enforcement in cities of the first or second class:</div><div>May investigate and make regulations for carrying law into effect</div><div>Board of health or health commissioners:</div><div>In cities other than those of the first or second class, and in towns and villages</div><div>2(a)(b). First offense</div><div>Minimum—\$20</div><div>Maximum—\$50</div><div>2(a)(b). Second offense</div><div>Minimum—\$50 or imprisonment, or both</div><div>Maximum—\$250 or imprisonment for 30 days, or both</div><div>2(a)(b). Third offense</div><div>Minimum—\$250 or imprisonment, or both</div><div>Maximum—Fine or imprisonment for 60 days, or both</div></div>
<div><div>C</div><div>C L 1909 v 3 Labor C 31:</div><div>Art 1 s 2 (as amended by 1913 C 529, by 1914 C 512, and by 1915 C 650);</div><div>Art 3-a s 51-52 (as added by 1913 C 145);</div><div>Art 4 s 56 (as amended by 1913 C 145);</div><div>Art 6 s 70 (as amended by 1913 C 529), 92, 93 (as amended by 1910 C 107 and by 1913 C 464), 98;</div><div>Art 7 s 100 (as amended by 1913 C 260), 106 (as added by 1913 C 260);</div></div>	<div><div>C 14</div><div>Factory (including bakery or laundry other than home laundry where work is done for family trade)</div><div>Exemptions:</div><div>“Nothing herein contained shall prevent a person engaged in farming from permitting his children to do farm work for him upon his farm. Boys over the age of 12 years may be employed in gathering produce for not more than 6 hours in any one day,” subject to the compulsory education law—See Table 5</div><div>Tenement-house manufactory, i. e., any tenement-house room where articles are manufactured, altered, repaired, or finished</div></div>	<div><div>C</div><div>1. Duty</div><div>State industrial commission</div><div>2. Same as in B, above</div></div>
<div><div>D</div><div>Art 7 s 100 (as amended by 1913 C 260), 106 (as added by 1913 C 260);</div></div>	<div><div>D 14</div></div>	<div><div>D</div><div>1. Same as in C, above</div><div>2. Same as in B, above, and also, in addition, permit of manufactory may be revoked</div></div>

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV
NEW YORK—Continued Art 8 s 111 (as amended by 1913 C 463); Art 9 s 131, 135 C L 1909 v 4 Penal C 40: Art 44 s 483, 485; Art 120 s 1270, 1275 (as amended by 1913 C 340); Art 174 s 1987	E 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. Oiling or assisting in oiling, wiping, or cleaning machinery Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Care, custody, management, or operation of freight or passenger elevator [See provisions in I, below]	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
	F Girl 16	Employment requiring constant standing	1. Same as in C, above 2. Same as in B, above
	G 16	Peddling Begging or any mendicant occupation Illegal or immoral, etc., practice Practice or place dangerous or injurious to the life, limb, health, or morals of child under 16	1. [No specific provision] 2(a). Any offense Maximum—\$500 or imprisonment for 1 year, or both
	H Boy 16 Girl of any age	Mine Quarry	1. Same as in C, above 2(a). Same as 2 (a)(b) in B, above 2(b). Any offense Minimum—\$50 or imprisonment for 30 days
	I 18	Care, custody, management, or operation of freight or passenger elevator running over 200 feet a minute "The industrial commission * * * when * * * it finds that any particular trade, process of manufacture, or occupation, or particular method of carrying on * * * [same] is dangerous or injurious to the health of minors under 18 * * * employed therein, shall have power to adopt rules and regulations prohibiting or regulating the employment of such minors therein,"	1. Same as in C, above 2. Same as in B, above
	J Boy 18 Girl 21	Cleaning machinery in motion	1. Same as in C, above 2. Same as in B, above

K	Boy 18 Girl of any age	Operating emery wheel, etc., where articles of the baser metals or of irridium are manufactured	K	1. Same as in C, above 2. Same as in B, above
L	Girl of any age	Work in brass, iron, or steel foundry, at or in connection with the making of cores where the oven in which the cores are baked is located and is in operation in the same room or space in which the cores are made	L	1. Same as in C, above 2. Same as in B, above
M	18	Telegraph operator whose work is connected with the movement of trains	M	1. [No specific provision] 2. Same as in G, above
N	Boy 18 Girl of any age [See column III]	Selling or serving liquors <i>Exemptions:</i> Provision does not apply to: Girl over 18 who is a member of the employer's family	N	1. [No specific provision] 2. Same as in G, above, and also, in addition, liquor-tax certificate and right to secure same within 3 years after conviction shall be forfeited
O	21	Railroad car driver, conductor, motorman, etc.	O	1. [No specific provision] 2. Same as in G, above
P	[See column III]	Sending messenger boy to saloon, or immoral, etc., place <i>Exemptions:</i> Delivering telegrams at the door of such house	P	1. [No specific provision] 2(a). Any offense Fine of \$50
A	12 [Employment 12 to 13 allowed only in apprenticeship capacity and after attending school 4 months in preceding 12—See Table 2, A]	Manufacturing establishment Factory [An earlier law (P R 1908 C 45A s 1981a, 1981b) contains provisions practically identical with these and might be interpreted to be superseded by the later law here tabulated. But the section of the earlier law containing the penalty was amended by 1915 C 148 s 3 so as to impose a penalty, not found in any former law, of a fine of not less than \$500 or imprisonment for not less than 90 days for a second conviction of violation within 12 months—See P R 1908 C 45A s 1981d and C 81 following s 3362-3364 (as reenacted by 1915 C 148 s 3)]	A	1. Duty County superintendent of schools: Must investigate violations and report same to the solicitor of the judicial district in which they occurred [For powers of attendance officers in enforcement of compulsory school-attendance laws, which might indirectly result in the enforcement of these provisions, see Table 5, column VIII] 2(a). Any offense Violation a misdemeanor [See P R 1908 C 81 s 3283] [See also note in column III]
B	12	Mine where more than 10 men are employed (Act shall not apply where fewer men are employed, but inspector may inspect such mines and shall enforce any regulations in accordance with its provisions which he may deem necessary)	B	1. Duty Mine inspector (State commissioner of labor and printing) 2(a). Any offense Minimum—\$50 or imprisonment, or both Maximum—Fine or imprisonment for 30 days, or both
C L 1909 v 4 Penal C 40: Art 174 s 1937; Art 178 s 1982				
C L 1909 v 3 Liquor Tax C 34: Art 2 s 30 (as amended by 1910 C 494 and 1912 C 284), 36 (as amended by 1910 C 485)				
C L 1909 v 4 Penal C 40: Art 174 s 1937 C L 1910 v 9 Railroad C 49: Art 3 s 63				
C L 1909 v 4 Penal C 40: Art 44 s 488				
NORTH CAROLINA [Statutory prohibition adopted by popular vote, May, 1908; in effect Jan. 1, 1909] Pell's Revisal of 1908 Supplement 1913 (C 45A s 1981ee(1), 1981ee(4), 1981ee(5))				
P R 1908 C 103 s 4931, 4943-4945, 4952 P R 1908 C 81 s 3797				

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments Exemptions III	Enforcement IV
NORTH DAKOTA [For street trades, see Table 6] [For public exhibitions, see Table 7] [Constitutional prohibition adopted 1889] Compiled Laws 1913 s 1404, 1411, 1413 [For provision fixing minimum age of 12 in mines, factories, and workshops, see Constitution art 17 s 209]	A 14	Mercantile establishment Factory Workshop Mine Store Business office Telegraph office Restaurant Hotel Apartment house Distribution or transmission of merchandise Distribution or transmission of messages Any business or service during school hours	A 1. Duty Peace officers: May inspect mines, factories, workshops, and mercantile establishments; Shall report cases of illegal employment therein to school board or board of education; May make complaint [For powers of school authorities in enforcement of certificate requirement, which might indirectly result in enforcement of these provisions, see Table 2, A-IX] 1. Power only Any person: May make complaint 2(a). Each offense Minimum—\$20 Maximum—\$50
C L 1913 s 1411-1413 [For prohibition of employment of child under 18 in selling, etc., any publication devoted to accounts of criminal or immoral, etc., deeds, which is tabulated in Table 6, but which may refer to other than street employment, see C L 1913 s 9652, 9653, 9655]	B 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. Oiling, or assisting in oiling, wiping or cleaning machinery Pin boy in bowling alley Operating or assisting in operating passenger or freight elevator "Theater, concert hall, or place of amusement wherein intoxicating liquors are sold" Any employment that may be considered dangerous to life or limb of child under 16, or where its health may be injured or morals depraved [See also note in column I]	B 1. Same as in A, above, including bracketed note 2. Same as in A, above
C L 1913 s 9689	C Girl 16	Employment requiring constant standing	C 1. Same as in A, above, including bracketed note 2. Same as in A, above
	D 18	Pool or billiard hall, bowling alley, or temperance saloon, or any place where games of pool, billiards, bowling, or cards are played	D 1. [No specific provision] 2(a). Any offense Minimum—\$5 or imprisonment, or both Maximum—\$50 or imprisonment for 30 days, or both

<div><div>OHIO</div><div>[For public exhibitions, see Table 7]</div><div>Page and Adams' Annotated General Code 1912 s 871-22 (as added by 1913 p 95), 871-24 (as added by 1913 p 95), 980, 7770 (as amended by 1913 p 864), 7771 (as amended by 1914 p 225), 12948 (as amended by 1913 p 906), 12986</div></div>	<div><div>A 14</div><div>[See note in B-III, below]</div><div>Begging Peddling Any immoral, etc., purpose or practice Any business or vocation injurious to health or dangerous to life or limb of child under 14 [See provisions in E and G, below] [See note in B-III, below]</div></div>	<div><div>A</div><div>1. Duty State industrial commission Truant officers 2(a). Any offense Maximum—\$200 or imprisonment for 6 months, or both (Any person convicted of a violation of any law relating to employment of minors, who again violates any such law, shall be imprisoned for not less than 10 nor more than 30 days)</div></div>
<div><div>B</div><div>Boy 15 Girl 16</div><div>P & A A G C 1912 s 871-24 (as added by 1913 p 95), 12993 (as amended by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864), 13007-10 (as added by 1913 p 864) [P & A A G C 1912 s 7765 (as amended by 1913 p 864) and 7766 (as amended by 1914 p 129) by requiring a certificate which proves boy to be 15 and girl to be 16 apparently makes those ages the minimum for employment in all occupations—See Table 2, B]</div></div>	<div><div>Mechanical establishment Mercantile establishment Mill Factory Workshop “Tenement house, manufactory or workshop” Store Office Office building Restaurant Boarding house Bakery Barber shop Hotel Apartment house Bootblack stand or establishment Public stable Garage Laundry Place of amusement [But see provisions in F, below] Club Driver Brick or lumber yard Construction or repair of buildings Distribution, transmission, or sale of merchandise [For transmission of messages, see provisions in D, below] [P & A A G C 1912 s 7765 (as amended by 1913 p 864) and 7766 (as amended by 1914 p 129) by requiring a certificate which proves boy to be 15 and girl to be 16 apparently makes those ages the minimum for employment in all occupations—See Table 2, B]</div></div>	<div><div>B</div><div>1. Duty Factory inspectors [State industrial commission] Truant officers Other officers charged with the enforcement of laws relating to employment of minors 1. Power only Any person: May prosecute violations 2(a). First offense Minimum—\$5 Maximum—\$50 2(a). Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both 2(a). Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20</div></div>
<div><div>C 15</div><div>[See note in column I]</div></div>	<div><div>Employment in any business “during any of the hours when the public schools * * * are in session” [See last bracketed note in B-III, above]</div></div>	<div><div>C</div><div>1. Same as in B, above 2. Same as in B, above</div></div>

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
OHIO—Continued	D Boy 16 Girl 21	Transmission of messages	1. Same as in B, above 2. Same as in B, above
P & A A G C 1912 s 871-24 (as added by 1913 p 95), 13001-13003 (as added by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007- 9 (as added by 1913 p 864), 13007-10 (as added by 1913 p 864) [The provisions tabulated in E apparently supersede P & A A G C 1912 s 944, prohibiting employment in mine of boy under 14 or under 15 during school hours]	E 16	Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including those in which dangerous or poisonous acids are used Oiling, wiping, or cleaning machinery or assisting therein [See provisions in G and H, below] Upon steam, electric, or hydraulic railroad [See provisions in G, below] Upon vessel or boat engaged in navigation or commerce within the jurisdiction of State [See provisions in G, below] Manufacture of paints, etc. Manufacture, etc., of compositions with dangerous or poisonous gases Mine [See provisions in H, below] Coal breaker [See provisions in H, below] Quarry [See provisions in H, below] Assorting, manufacturing, or packing tobacco Bowling alley or pool or billiard room Any particular trade, process of manufacture, or occupation, or any particular method of carrying on same, in which the em- ployment of children under 16 is not already forbidden by law, which may be determined by State board of health (from whose decision appeal may be made to the common pleas court) to be sufficiently dangerous to life or limb or injurious to the health or morals of such children to justify their exclusion therefrom [See also P & A A G C 1912 s 12972, 12973]	1. Same as in B, above 2. Same as in B, above
P & A A G C 1912 s 871-24 (as added by 1913 p 95), 13007-3 (as added by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864), 13007- 10 (as added by 1913 p 864)	F Boy 16 Girl 18	Theater or other place of amusement <i>Exemptions:</i> On the stage in above when not otherwise prohibited by law	1. Same as in B, above 2. Same as in B, above

<p>P & A A G C 1912 s 871-24 (as added by 1913 p 95), 13007-3 (as added by 1913 p 864), 13007-4 (as added by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864), 13007-10 (as added by 1913 p 864)</p>	<p>G 18</p>	<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc. Blast furnace Running or management of elevator or lift Oiling or cleaning machinery in motion Brakeman, fireman, engineer, motorman, or conductor upon railroad Railroad telegraph operator Pilot, fireman, or engineer upon boat or vessel Distillery, brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled Hotel, theater, concert hall, place of amusement, or other establishment where intoxicating liquors are sold [See provisions in J, below] Any particular trade, process of manufacture, or occupation, or any particular method of carrying on same, in which the employment of children under 18 is not already forbidden by law, which may be determined by State board of health (from whose decision appeal may be made to the common pleas court) to be sufficiently dangerous to life or limb or injurious to the health or morals of such children to justify their exclusion therefrom</p>	<p>G</p> <p>1. Same as in B, above 2. Same as in B, above</p>
<p>P & A A G C 1912 s 871-24 (as added by 1913 p 95), 13007-6 (as added by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864), 13007-10 (as added by 1913 p 864)</p>	<p>H Girl 21</p>	<p>Mine Quarry Coal breaker Oiling or cleaning machinery while in motion <i>Exemptions:</i> In office in or about mine, quarry, or coal breaker</p>	<p>H</p> <p>1. Same as in B, above 2. Same as in B, above</p>
<p>P & A A G C 1912 s 871-24 (as added by 1913 p 95), 13005 (as amended by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864), 13007-10 (as added by 1913 p 864)</p>	<p>I Girl 21</p>	<p>Employment compelling constant standing</p>	<p>I</p> <p>1. Same as in B, above 2. Same as in B, above</p>
<p>P & A A G C 1912 s 871-24 (as added by 1913 p 95), 13007-5 (as added by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864), 13007-10 (as added by 1913 p 864)</p>	<p>J 21</p>	<p>Employment in saloon or barroom where intoxicating liquors are sold or in handling intoxicating liquors in any way</p>	<p>J</p> <p>1. Same as in B, above 2. Same as in B, above</p>

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments Exemptions III	Enforcement IV
			1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
OKLAHOMA [For street trades, see Table 6] [For public exhibitions, see Table 7] [Constitutional prohibition adopted Sept. 17, 1907] Constitution art 23 s 3 Revised Laws 1910 s 3728, 3729, 3742, 3745	A 14 B 15 C 16	Factory-workshop Theater Bowling alley Pool hall Steam laundry Any occupation injurious to health or morals or especially hazardous to life or limb (These occupations are to be determined by State commissioner of labor, whose decision is final until reversed by law) Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. Oiling or assisting in oiling, wiping, or cleaning dangerous machinery while in motion Operating dangerous machinery Operating or assisting in operating passenger or freight elevator Any employment requiring constant standing	A 1. Duty State commissioner of labor 2(a). Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 30 days, or both B 1. Same as in A, above 2. Same as in A, above C 1. Same as in A, above 2. Same as in A, above
Con art 23 s 4 R L 1910 s 3739, 3742	D Girl 16 E Boy 16 Girl of any age	"Underground in any mine or quarry"	D 1. Same as in A, above 2. Same as in A, above E 1. Duty State mine inspector 2. Same as in A, above
OREGON [For street trades, see Table 6] [For public exhibitions, see Table 7] [Constitutional prohibition adopted Nov. 3, 1914; in effect Jan. 1, 1916]	A 12 [Employment 12 to 14 allowed only during vacation extending over term of 2 weeks in "suitable work" on	Mercantile establishment Factory Workshop Store Business office Restaurant Bakery Hotel Apartment house	A 1. Duty State commissioner of labor statistics and inspector of factories and workshops: Shall cause the enforcement of all laws regulating the employment of children, minors, and women Truant officers (in counties of less than 100,000): Shall see that the child labor law is enforced State board of inspectors of child labor or deputy of said board:

<p>Lord's Oregon Laws 1910 s 4121 (as amended by 1911 C 243), 5016, 5023-5024 (as amended by 1911 C 138), 5032-5033 (as amended by 1911 C 138), 5035 (as amended by 1911 C 138)</p> <p>[A minimum age of 16 for employment in laundries is fixed by the board of inspectors of child labor by interpreting the clause "physically able to perform the work" into "no child under 16 is physically able to work in laundries,"]</p>	<p>permit issued in "careful discretion" of board of inspectors of child labor]</p>	<p>B 14</p>	<p>Work or labor of any form during school term</p>	<p>May inspect factories, workshops, and mercantile establishments: Shall report violations therein to school authorities and to district attorney</p> <p>2(a). First offense Minimum—\$10 Maximum—\$25</p> <p>2(a). Second offense Minimum—\$25 Maximum—\$50</p> <p>2(a). Subsequent offense Minimum—Imprisonment for 10 days Maximum—Imprisonment for 30 days</p>	<p>B</p>
		<p>C 16</p>	<p>Telegraph, telephone, or public messenger service [See note in column I]</p>		<p>1. Same as in A, above 2. Same as in A, above</p>
<p>L O L 1910 s 5016 1911 C 74 s 1</p>		<p>D 16</p>	<p>(Giving signals to engineers in logging operations or receiving and forwarding such signals</p>	<p>1. Duty State commissioner of labor statistics and inspector of factories and workshops: Has duties as specified in A, above</p> <p>2(a). Any offense Minimum—\$10 or imprisonment for 30 days, or both Maximum—\$100 or imprisonment for 6 months, or both</p>	<p>D</p>
		<p>E 18</p>	<p>Engineer of, or having charge of, or operating logging engine or engines used in logging operations</p>	<p>1. Same as in D, above 2. Same as in D, above</p>	<p>E</p>
<p>L O L 1910 s 5016, 5032, 5033</p>		<p>F 18</p>	<p>Running, operating, or having charge of elevator used for the purpose of carrying persons or property</p>	<p>1. Same as in D, above 2. Same as in D, above</p>	<p>F</p>
<p>L O L 1910 s 2082, 2083, 2142, 2147, 5016</p> <p>[Proprietor of saloon, etc., is prohibited by L O L 1910 s 2142 from permitting any minor to remain in such place, and by s 2147 from permitting any female under 21 to remain in or about such place, but the latter section does not apply to female accompanied by husband or guardian, or to any open and public restaurant or dining room]</p>		<p>G Minor</p>	<p>Going into immoral, etc., places, on request or order of person, firm, or corporation</p>	<p>1. Same as in D, above, in so far as this provision relates to employees</p> <p>2(a). Any offense For person Minimum—\$100 or imprisonment, or both Maximum—\$250 or imprisonment for 1 year, or both For corporation Minimum—\$500 Maximum—\$1,000</p>	<p>G</p>

CHILD LABOR LEGISLATION.

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV	
OREGON —Continued 1911 C 219 s 1, 3 1911 C 279 s 74	H 21	Flagman or employee in connection with the operation of passenger train	1. Duty Public service commission 2(a). Any offense Minimum—\$500 Maximum—\$2,000	H
1913 C 62 s 1-20	I [P o w e r o f commission e x t e n d s over minors under 18 and women]	[The industrial welfare commission may fix standard conditions of labor, but no order of the commission shall permit employment under any conditions now prohibited by law]	[See column III]	I
PENNSYLVANIA [For street trades, see Table 6] [For public exhibitions, see Table 7] 1915 Pamphlet Laws 286 s 1, 2, 5, 23, 24 [The act tabulated in A, B, C, and D is in effect Jan. 1, 1916] [For minimum age of 16 for employment in operation, care, custody, or control of	A 14	Any establishment (Any place where work is done for compensation of any kind, to whomever payable) Any occupation <i>Exemptions:</i> Farm work Domestic service in private homes	1. Duty State commissioner of labor and industry Attendance officers Police officers 2(a). Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 10 days, or both [For provision in compulsory education law penalizing employer for employing child 8 to 14 during school hours, see 1911 P L 309 s 1421; S P D Supp 1912 p 114 (as amended by 1915 P L 174), 1911 P L 309 s 1422; S P D Supp 1912 p 115 (as amended by 1915 P L 174), and 1911 P L 309 s 1434; S P D Supp 1912 p 113]	A

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
PENNSYLVANIA —Continued 1879 P L 73 s 2; S P D 1903 v 1 p 320 1879 P L 73 s 3; S P D 1903 v 1 p 323	G Girl of any age	In any city of the first class: Attending among, or waiting upon audience or spectators at theatrical exhibitions, acrobatic performances, or other places of public amusement in procuring, offering, furnishing, or distributing "any description of commodities or refreshments whatsoever,"	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
1878 P L 9 s 1; S P D 1903 v 2 p 2320 1878 P L 9 s 2; S P D 1903 v 2 p 2320 1878 P L 9 s 3; S P D 1903 v 2 p 2309	H Girl of any age	Selling, vending, offering, procuring, furnishing, or distributing intoxicating drinks or any admixture thereof, ale, beer, wine, or cider in any saloon, hotel, tavern, eating house, or other place where intoxicating liquors are sold, or employment as lady conversationalist in any such place <i>Exemptions:</i> Provision does not apply to: Wife or daughter of any person having a license for selling liquors	1. Power only Mayors (in cities of the first class): May annul licenses 2(a). Any offense Maximum—\$500 or imprisonment for 1 year, or both
1885 P L 202 s 1; S P D 1903 v 2 p 1662 1903 P L 180 s 4; S P D 1903 v 3 p 2551	I Girl of any age	Employment in or about any coal mine or manufactory of coal <i>Exemptions:</i> Employment in office or in clerical work at "such mine or colliery" [For earlier law prohibiting employment of girl of any age in anthracite coal mine, see 1891 P L 176 No 177 art 9 s 1, and 1891 P L 176 No 177 art 17 s 4; S P D 1903 v 3 p 2583, and for later law prohibiting such employment in bituminous coal mine where more than 10 persons are employed, see 1911 P L 756 art 18 s 1, 2; S P D Supp 1912 p 414 and art 19 s 11, art 26 s 2, art 28 s 3; S P D Supp 1912 pp 416, 427, 428]	1. Duty Chief of the State department of mines 2(a). Any offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 6 months, or both
PHILIPPINE ISLANDS [For public exhibitions, see Table 7] 1908 No 1268 s 2 (as amended by 1913 No 2258), 4 Penal Code 1911 art 489 p 117	A 16	Inducing child to leave home of parent, etc., to accompany habitual vagrant or beggar	1. Duty Philippine Bureau of Labor 2(a). Any offense Minimum—125 pesetas and the penalty of prison correctional in its minimum and medium degrees Maximum—1,250 pesetas and the penalty of prison correctional in its minimum and medium degrees

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I RHODE ISLAND -- Continued G L 1909 C 139 s 4-6	II C 16	III Gathering or picking rags or collecting cigar stumps, bones, or refuse from markets Begging, or any mendicant or wandering occupation Any illegal or immoral, etc., purpose or practice Any business or vocation injurious to the health or morals or dangerous to the life or limb of child under 16	IV 1. Enforcing authorities--Duty; Power only 2. Penalties--(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
C G L 1909 C 129 s 16 (as amended by 1910 C 549)	C 16 D 18		C 1. Power only Town sergeant, city chief of police, or any agent of the Rhode Island Society for the Prevention of Cruelty to Children: May enter any place where child may be detained or employed in violation of these provisions, and hold child as witness to testify upon trial of violator [See also G L 1909 C 139 s 1] 2(a). Each offense Maximum--\$250 or imprisonment for 1 year, or both
	D 18	Taking charge of or operating passenger elevator	D 1. Duty State factory inspectors Inspectors of buildings 2(a). Any offense Minimum--\$5 Maximum--\$10 (Each day's violation a separate offense)
E G L 1909 C 123 s 13, 15, 48	E Any minor Girl of any age	Selling or serving intoxicating liquor <i>Exemptions:</i> Selling or serving in licensed tavern or licensed victualing house	E 1. Duty Special constables appointed by town councils 2(a). Any offense Minimum--\$100 and imprisonment for 90 days, and disqualification from holding license for 6 years thereafter Maximum--\$100 and imprisonment for 1 year, and disqualification from holding license for 6 years thereafter (In addition to incurring above penalty, employer shall forfeit \$100 for each offense, to be recovered in an action for debt)

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV
SOUTH DAKOTA—Con- tinued 1907 C 135 art 7 s 150 1913 C 240 s 4	D 15	Any gainful occupation in the following during school hours: Manufacturing establishment Factory Mine Hotel Laundry Passenger or freight elevator Bowling alley "Saloon, theater, concert hall, or place of amusement where intoxicating liquors are sold" Messenger for any of the above Driver for any of the above Any other manner of work performed for wages or other compensation during school hours	D 1. Same as in A, above 2(a). Any offense Minimum—\$10 Maximum—\$50
1913 C 240 s 2-5, 8	E 16	"Any such occupation dangerous to life, health or morals" [The meaning of "such occupation" is not clear. It may mean "in factory, workshop, mine, or mercantile establishment"]	E 1. Same as in A, above 2. Same as in A, above
R C 1903 Pol s 2x14 (as amended by 1909 C 247) R C 1903 Penal s 14 1913 C 240 s 4	F 21	Employment as bartender or in any other capacity in connection with place or room where intoxicating liquors are sold	F 1. Same as in A, above 2(a). Any offense Maximum—\$500 or imprisonment for 1 year, or both
TENNESSEE [For street trades, see Table 6] [For public exhibitions, see Table 7] [Statutory prohibition enacted January, 1909; prohibition of sale in effect July 1, 1909; prohibition of manufacture in effect Jan. 1, 1910] 1909 C 124 s 1	A 14	Mill Factory Workshop Laundry Telegraph office Telephone office Distribution or transmission of merchandise Distribution or transmission of messages <i>Exemptions:</i> Fruit and vegetable canning factories	A 1. Duty Chief State inspector of "workshops and factories": Shall enforce all laws relating to "workshops and factories" (Term includes manufacturing, mills, mechanical, electrical, mercantile, art, and laundering establishments, printing, telegraph, and telephone offices, department stores, or any kind of establishment wherein labor is employed or machinery used); Has full power to enforce all labor laws except those relating to mining 2(a). Any offense Minimum—\$25 Maximum—\$250

<p>1911 C 57 s 1, 2 (as amended by 1913 First Extra Session C 47), 3, 6 1913 C 9 s 7 1913 C 11 s 2, 3 (as amended by 1915 C 170), 4, 5 (as amended by 1915 C 170), 6, 7, 9 1915 C 172 s 1</p>	<p>B 14</p> <p>Any business or service which interferes with school attendance during any part of school term</p>	<p>B</p> <p>1. Duty Same as in A, above, and also, Truant officers: Must enforce compulsory school-attendance law [See Table 5] May inspect officer, factory, or business house employing children under 16 and require certificate of school attendance from children subject to said law</p> <p>2. Same as in A, above</p>
<p>C 16</p>	<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc. Oiling or cleaning machinery or assisting therein Mine Quarry</p>	<p>C</p> <p>1. Same as in A, above [Provision is made in 1915 C 169 for the inspection of mines, but the specified powers and duties of the inspector do not appear to relate to child labor]</p> <p>2. Same as in A, above</p>
<p>TEXAS</p> <p>Revised Criminal Statutes 1911 art 1389, 1590 1915 C 49 s 5-9</p>	<p>A (No age specified, but employment under 14 is prohibited unless child is lawfully excused from school attendance—See Table 5)</p>	<p>A</p> <p>1. Duty Attendance officers or school superintendents and peace officers acting as attendance officers State commissioner of labor statistics: Must enforce if he "shall learn of any violation" of labor laws and has powers of inspection "where 5 or more persons are employed"</p> <p>2(a). Each offense Maximum—\$10 (After notification by school official, each day's violation a separate offense)</p>
<p>B 15</p> <p>R Crim S 1911 art 1589, 1590 1911 C 46 s 1, 1a, 2, 2a</p>	<p>Certain dangerous, etc., occupations, including: Manufacturing or other establishment using dangerous machinery Employment "about the machinery in any mill or factory" Distillery Brewery Employment "where their health may be impaired or morals debased" Sending child to any immoral, etc., place</p>	<p>B</p> <p>1. Duty State commissioner of labor statistics: Must enforce if he "shall learn of any violation" of labor laws; Shall be given free access to establishments "to insure compliance with" these provisions</p> <p>2(a). Any offense Minimum—\$50 Maximum—\$200 (Each day's violation a separate offense)</p>
<p>C 17</p>	<p>Quarry Mine</p>	<p>C</p> <p>1. Same as in B, above [Revised Civil Statutes 1911 art 5923-5946 provide for an inspector of mines and define his duties, but they apparently relate only to safety and sanitation]</p> <p>2. Same as in B, above</p>

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
TEXAS—Continued R Crim S 1911 art 622, 631, 1589, 1590	D Any minor	Any employment in place of business of retail liquor dealer or malt liquor dealer	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
R Crim S 1911 art 626, 631, 1589, 1590	E Girl of any age	Servant, bartender, or waitress in place of business of retail liquor dealer or retail malt dealer <i>Exemptions:</i> Provision does not apply to: Employment of member of employer's family in his own place of business	1. Duty State commissioner of labor statistics: Has duties and powers as specified in A, above Tax collector, sheriff, deputy sheriff, constable, or other peace officer: Shall report known violations to county attorney (Tax collector shall also investigate reported violations) 2(a). Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both
UTAH [For street trades, see Table 6] [For public exhibitions, see Table 7] Constitution art 16 s 3 Compiled Laws 1907 s 1338, 4065 1911 C 113 s 4 (as amended by 1913 C 76)	A Boy 14 Girl of any age	Mine Smelter	1. Same as D in , above 2(a). Any offense Maximum—\$500 or imprisonment for 12 months, or both
			1. Duty State commissioner of immigration, labor, and statistics: Must "investigate and report to the proper authorities all violations of law regarding the conditions surrounding the employment of children, minors and women and the laws established for the protection of all employees in factories, mines, mills, and other institutions where labor is employed" [C L 1907 s 1507-1524 provide for an inspector of mines, but his duties apparently relate only to health and safety] 2(a). Any offense Maximum (for individual)—\$300 or imprisonment for 6 months, or both Maximum (for corporation)—\$1,000

1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 1 (as amended by 1913 C 61), 5, 13, 14	B 14	Certain dangerous, etc., occupations, including work in certain processes, including preparing any composition in which dangerous or poisonous acids are used Manufacture of paints, etc. Quarry Mine [See provisions in A, above] Coal breaker Laundry Tobacco warehouse, cigar factory, or other factory where tobacco is manufactured or prepared Cigar store or stand or tobacco store or place where tobaccos are sold at wholesale or retail. Distillery, brewery, or any other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled [See provisions in C, below] Theater Concert hall Saloon [See provisions in C, below] Pool room Running or management of elevator or lift Bowling alley Any other employment declared by the State board of health to be dangerous to life or limb, or injurious to the health or morals of child under 14	B	1. Duty Same as in A, above, and also "Any authorized inspector" [State commissioner of immigration, labor, and statistics] or truant officer: Shall demand from "any employer" proof of age of child apparently under 14, and forbid employment if such proof be not produced 2(a). Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$300 or imprisonment for 30 days, or both
1911 C 106 s 10, 23, 24, 65 1911 C 113 s 4 (as amended by 1913 C 76) [For prohibition of employment of girl of any age in any "licensed premises," see 1911 C 106 s 28, 65]	C 21	Handling intoxicating liquors, or packages containing same, in brewery or bottling establishment in which such liquors are prepared or offered for sale Serving intoxicating liquors to be drunk on the premises	C	1. Same as in A, above, excluding bracketed note 2(a). First offense (For individual) Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$299 or imprisonment for 6 months, or both (For corporation) Minimum—\$100 Maximum—\$1,000 2(a). Subsequent offense (For individual) Minimum—\$50 and imprisonment for 30 days Maximum—\$299 and imprisonment for 6 months (For corporation) Minimum—\$300 Maximum—\$5,000 (In addition to above penalties, license may and in case of "licensed dealer" must be revoked on conviction of violation, and no license shall thereafter be granted)
1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 7, 14	D 21	Delivering messages or goods to, or visiting, "in the course of any employment," any immoral, etc., place, saloon, or other place of objectionable character which has been disapproved by the juvenile court	D	1. Same as in A, above, excluding bracketed note 2. Same as in B, above
1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 6, 14	E Girl 21	"Restaurant, resort or place of amusement where alcoholic liquors are manufactured or dispensed"	E	1. Same as in A, above, excluding bracketed note 2. Same as in B, above

CHILD LABOR LEGISLATION.

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV
VIRGINIA—Continued C 1904 s 1790 c(7) (as added by 1914 C 321) 1908 C 301 s 1 (as amended by 1914 C 339), 4 (as amended by 1914 C 339), 6 (as amended by 1914 C 339)	B 12 [Employment 12 to 14 permitted only on "releases" by court—See Table 2, A]	Mercantile establishment Factory Workshop Mine [See provisions in D, below] Laundry Bakery Brickyard Lumberyard Distribution, transmission, or sale of merchandise during school hours Messenger for telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages in any city of 5,000 population or over according to 1910 census <i>Exemptions:</i> Factory engaged exclusively in packing fruits and vegetables, between July 1 and Nov. 1 Mercantile establishment in any town of less than 2,000, or in a country district Employment of child by his parent in factory, workshop, mercantile establishment, laundry, or other place owned or operated by said parent [See provisions in A, above]	B 1. Same as in A, above 2(a). Any offense Minimum—\$25 Maximum—\$100 (Above penalty is incurred for employment contrary to law in "factory, workshop, mercantile establishment or laundry")
C 1904 s 1790 c(7) (as added by 1914 C 321) C 1904 s 3795a(2), 3795a(3), 3795a(7), 3795a(8) [See also C 1904 s 3795 a(1) (as amended by 1908 C 282), 1910 C 347 s 3, and 1914 C 228 s 1, for laws prohibiting sending child under 18 to saloon or immoral, etc., place, or endangering health or morals of child]	C 14	Begging Any immoral, etc., purpose or practice Any business or vocation injurious to the health or morals or dangerous to the life and limb of child under 14	C 1. Same as in A, above 2(a). Any offense Maximum—\$200 or imprisonment for 12 months, or both

1912 C 178 s 3, 14, 15, 24	D Boy 14 Girl of any age	Coal mine where 6 or more persons are employed in a 24-hour period	D 1. Duty State mine inspector 2(a). Any offense Minimum—\$10 or imprisonment for 10 days Maximum—\$500 or imprisonment for 90 days
C 1904 s 1790c(7) (as added by 1914 C 321) 1914 C 158 s 3 [Statutory prohibition enacted Sept. 22, 1914; in effect Nov. 1, 1916]	E Boy 21 Girl of any age	Employment in any place where intoxicating liquors are manufactured, bought, sold, packed, or shipped [See note in column 1] <i>Exemptions:</i> Hotel Mercantile establishment in the country Female whose full time is employed as bookkeeper, stenographer, cashier, or office assistant	E 1. Same as in A, above 2(a). Any offense Minimum—\$5 Maximum—\$20 (Above penalty is incurred for engaging or contracting for employment)
C 1904 s 1790c(7) (as added by 1914 C 321) 1910 C 190 s 19, 27	F Any minor Girl of any age	Saloon	F 1. Same as in A, above 2(a). First offense Minimum—\$50 or \$50 and imprisonment Maximum—\$100 or \$100 and imprisonment for 60 days 2(a). Subsequent offense Minimum—\$100 and imprisonment for 6 months, or same fine and, if his physical condition permits, work on the roads for same period Maximum—Fine and imprisonment for 12 months, or fine and, if his physical condition permits, work on the roads for same period (Any violation serves to revoke license, and no license shall thereafter be granted to violator for 2 years) [For bonds required in cases of violation, see 1910 C 190 s 27]
WASHINGTON [For street trades, see Table 6] [For public exhibitions, see Table 7] Pierce's Code 1912 title 291 s 101, 151, 153	A 12 [Employment 12 to 14 allowed only on permit and in occupations not, in judgment of issuing officer, dangerous or injurious to health or morals—See Tables 2 and 3, A]	Factory Mill Workshop Store	A 1. Duty State commissioner of labor and his assistants 2(a). Each offense Minimum—\$10 or imprisonment, or both Maximum—\$500 or imprisonment for 6 months, or both

CHILD LABOR LEGISLATION.

State References	Minimum age	Occupations or establishments <i>Exemptions</i>	Enforcement
I	II	III	IV
WASHINGTON—Continued P C 1912 t 135 s 27, 389 P C 1912 t 291 s 101	B [No age specified, but employment of boy under 14 and girl under 16 allowed only on special permit—See Tables 2 and 3, B]	Store Shop Factory Mine [But see provisions in D, below] Any inside employment <i>Exemptions:</i> Inside employment connected with: Farm work Housework	B 1. Same as in A, above 2(a). Any offense Maximum—\$250 or imprisonment for 90 days
P C 1912 t 291 s 101, 151, 153 [P C 1912 t 291 s 151 may have been repealed by 1909 C 249 s 52]	C Boy 14 Girl 19 [Employment of boy 14 to 19 allowed only on special permit—See Tables 2 and 3, C]	In any city of first class: Public messenger in the employ of any person, telegraph, telephone, or messenger company	C 1. Same as in A, above 2. Same as in A, above
P C 1912 t 291 s 101 P C 1912 t 345 s 143, 163	D Boy 16 Girl of any age	Inside employment in [coal] mine	D 1. Same as in A, above 2(a). Any offense Minimum—\$200 Maximum—\$500
	E Boy 14	Employment in outside structures or workings of colliery <i>Exemptions:</i> Provision does not apply to: Employment of “boys of suitable age” in office or in clerical work	E 1. Same as in A, above 2. Same as in D, above

TABLE 1.—MINIMUM AGE—(Continued)

[In reading this analysis, the explanatory notes on pp. 467-475 should be borne in mind]

State References I	Minimum age II	Occupations or establishments <i>Exemptions</i> III	Enforcement IV
WEST VIRGINIA —Continued Hogg's Code 1913 C 15H s 530, 532, 533	B [No age specified, but employment under 14 allowed only on special permit—See Tables 2 and 3, C]	Any business or service during school hours [But see provisions in A, above, for occupations apparently prohibited under 14 at any time]	1. Enforcing authorities—Duty: Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
H C 1913 C 15H s 470 (as amended by 1915 C 10 s 11, 14), 485 (as amended by 1915 C 10 s 32), 495 (as amended by 1915 C 10 s 86) 1915 C 10 s 33	C Boy 14 [See provisions in D, below] Girl of any age	Coal mine in which 5 or more persons are employed in a 24-hour period [See provisions in D, below]	1. Duty District mine inspectors, under direction of chief of department of mines 2(a). Any offense Minimum—\$10 or imprisonment for 10 days Maximum—\$100 or imprisonment for 90 days
H C 1913 C 144 s 5176 [For law fixing minimum age of 18 for employment in begging on streets, etc., or for any mendicant business, see H C 1913 C 144 s 5177]	D Boy 16 E Any minor	Coal mine in which 5 or more persons are employed in a 24-hour period, at any time when a free school is in session in district where boy resides Work at any time in such mine in a position which, in the opinion of the district mine inspector, is hazardous Any illegal or immoral, etc., vocation Any vocation injurious to the health or dangerous to the life or limb of minor Any immoral purpose, or in any place where illegal or immoral, etc., exhibition takes place	1. Same as in C, above 2(a). Any offense Minimum—\$25 or imprisonment Maximum—\$100 or imprisonment for 30 days
H C 1913 C 15H s 518, 523, 524	F Any minor Girl of any age	Cleaning machinery while in motion (in manufacturing, mechanical, or other establishment)	1. [No specific provision] 2(a). Each offense Minimum—\$5 Maximum—\$100
			1. Duty State commissioner of labor or his assistant 2(a). Any offense Minimum—\$20 Maximum—\$100

<p>[For street trades, see Table 6]</p> <p>[For public exhibitions, see Table 7]</p> <p>Statutes C 27 s 439a St C 83 s 1728a.2, 1728a.3, 1728a.4, 1728a-1.1, 1728a-4.2, 1728d.1, 1728g St C 110a s 2394-32, 2394-70</p> <p>[For law prohibiting employment of child under 14 in dangerous, injurious, or immoral occupations, see St C 186 s 4557a]</p> <p>[The regulations tabulated in C to G, inclusive, are subject to change by industrial commission; for further powers of said commission, see provisions in H]</p> <p>[In such of the occupations listed in A-III as are not covered by those listed in A-II, for employment in which a vacation permit may be obtained, the minimum age would also be 14]</p>	<p>[Employment 12 to 14 allowed only during vacation in the following occupations: store, office, mercantile establishment, warehouse, telephone, telegraph, telephoner, or public messenger service, in place where child lives, on vacation permit—See Tables 2 and 3, B]</p>	<p>Store Hotel Restaurant Bakery Telephone service Public messenger service Delivery of merchandise Any gainful occupation or employment</p> <p><i>Exemptions:</i> Agricultural pursuits</p>	<p>State industrial commission Truant officers: Must inspect establishments and report cases of illegal employment of minors to school authorities and to State industrial commission; May make complaint 1. Power only Police officers and citizens: May make complaint</p> <p>2(a)(b). Each offense Minimum—Forfeiture of \$10 to State Maximum—Forfeiture of \$100 to State [A civil suit may be brought for violation] (The above penalty is found in St C 83 s 1728a.2; the following penalty is given in s 1728h.1, as amended by 1915 C 421). 2(a). Each offense Minimum—\$10 or imprisonment Maximum—\$200 or imprisonment for 30 days</p>	<p>B</p> <p>1. Same as in A, above 2. Same as in A, above</p>	
	<p>C 16</p>	<p>Certain dangerous, etc., occupations, including: Work at certain machines, etc. Work in certain processes, etc., including the manufacture or preparation of any composition in which dangerous or poisonous acids or gases are used Manufacture of paints, etc. Pin boy in bowling alley Oiling or assisting in oiling, wiping, or cleaning machinery in motion [See provisions in D, below] Tobacco warehouse, cigar, or other factory where tobacco is manufactured or prepared Store, brewery, distillery, bottling establishment, hotel barroom, saloon, saloon dining room or restaurant or any place in connection therewith, dance hall, bowling alley, pool room, beer garden, or similar place in which strong, spirituous, or malt liquors are made, bottled, sold, or given away Theater Concert hall</p> <p>Any other employment dangerous to life or limb, injurious to the health, or depraving to the morals</p>		<p>O</p> <p>1. Same as in A, above 2. Same as in A, above</p>	

TABLE 1.—MINIMUM AGE—Continued

[In reading this analysis, the explanatory notes on pp. 467-470 should be borne in mind]

State References I	Minimum age II	Occupations or establishments Exemptions III	Enforcement IV
WISCONSIN —Continued	D 18	Certain dangerous, etc., occupations, including: Work in certain processes, etc. Blast furnace Pilot, fireman, engineer, on boats or vessels engaged in transportation of passengers or merchandise Brakeman, fireman, engineer, motorman, or conductor, on any railroad Telegraph operator on railroads [See also St C 87 s 1809].1, 1809j.2] Running or management of any elevator or lift Oiling or cleaning dangerous or hazardous machinery in motion	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment under minimum age; (b) Continuing employment contrary to inspector's orders
	E Girl 18	Messenger for telegraph or telephone company or company or individual engaged in similar business	1. Same as in A, above 2. Same as in A, above
	F Boy 18 Girl of any age	Mine Quarry	1. Same as in A, above 2. Same as in A, above
	G "Female child"	Employment requiring constant standing	1. Same as in A, above 2. Same as in A, above
	H [Power extends over "any minor or any female"]	Any employment or in any place of employment dangerous or prejudicial to the life, health, safety, or welfare of any minor or female, or where the employment of any minor may be dangerous or prejudicial to the life, health, safety, or welfare of any other employee or frequenter [Such employments are to be determined by the industrial commission]	1. Same as in A, above 2. Same as in A, above
WYOMING [For public exhibitions, see Table 7] Constitution art 9 s 3 Compiled Statutes 1910 s 3107 CS 1910 s 3518, 3538 [The provision tabulated in A, in so far as it applies to child under 14, appears to be in large part superseded by the later law given in B, below]	A Boy 14 Girl of any age	Coal, iron, or other dangerous mine Underground works Dangerous place Exemptions: Provision does not apply to: Employment of "boy or female of suitable age" in an office or in clerical work	1. Power only State inspectors of coal mines: Must inspect coal mines; May enforce coal-mining laws [CS 1910 s 3483-3492 provide for an inspector of metalliferous mines, but his duties apparently relate only to safety] 2(a). Any offense Minimum—\$25 [or \$25 and imprisonment] Maximum—\$100 or \$100 and imprisonment for 6 months



1912

1913

1914

1915

CHILD LABOR LEGISLATION.

TABLE 2.—REQUIREMENTS FOR

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Occupations or estab- lishments <i>Exemptions</i> III	Requirements	
			Evidence of age IV	Physical V
MA street trades, [Table 6] 193 s 7, 8, 10, es or towns of than 25,000 ation boy 12 may be em- d in business or mercan- establishment out an em- nent certifi- 'during such as the pub- hools are not sion"] prohibition of loyment of 8 to 15 in any ation during l hours with- written per- from board of ation unless is exempt n school at- ance (for ex- tions, see e 5, A), with ity of a fine t less than 5 more than 50 rs, to which be added im- nment for not than 30 days, 15 No 470 s 9]	A Under 16 [For minimum age, see Table 1, B] "Employ- ment certifi- cate"	Any gainful occupa- tion <i>Exemptions:</i> Agriculture Domestic service [See first note in col- umn I]	(1) Birth certificate (2) Passport (3) Baptismal certifi- cate If issuing officer is satisfied that no one of above is obtain- able, (4) Other evidence satisfactory to iss- ing officer, such as affidavit of parent or guardian	
	B Under 16 No docu- ment specified	Manufacturing estab- lishment Mill Factory		
KA ovisions]				

ENTERING EMPLOYMENT [SEE TABLE 3]

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
School record signed by the principal or teacher of school attended stating that: (1) Child has attended school at least 60 days of the year immediately preceding date of issuance			1. Duty State factory inspector 2(a). First offense Minimum—\$10 Maximum—\$100 2(a). Subsequent offense Minimum—\$100 Maximum—\$500	A
[School attendance required if employed—See Table 5, B]			1. Same as in A, above 2. Same as in A, above	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
ARIZONA [For street trades, see Table 6] Revised Statutes 1913 Civil Code title 14 C 2 s 3110, 3116, 3119 - 3126, 3134-3136, 3145 [The provision for license tabulated in B is contained in a proviso to sec- tion 3110, which fixes a minimum age of 14 in employ- ments listed in A, but it is not clear whether or not it refers to employ- ment or merely to child working on his own account]	A 14 to 16 "Employ- ment certi- cate"	Mercantile establish- ment Mill Factory Workshop "Tenement house, manufactory or workshop" Store Business office Telegraph office Telephone office Restaurant Bakery Barber shop Apartment house Bootblack stand or parlor Distribution or trans- portation of mer- chandise Distribution or trans- portation of mes- sages	(1) Passport (2) Birth certificate (3) Baptismal certifi- cate (4) Other religious record If no one of above is obtainable, (5) Affidavit of parent or guardian	Written state- ment by is- suing officer that in his opinion child has at- tained nor- mal physical develop- ment, and is in suffi- ciently sound health and physically able to per- form intend- ed work, which shall be stated. In all cases such devel- opment, health and fitness shall be deter- mined by a medical offi- cer of the board or de- partment of health or by a physician appointed by the school committee
	B Boy 10 to 14 "License" to work out- side school hours	The following, outside school hours: Occupations or estab- lishments same as in A, above, provided work is not physi- cally or morally harmful in opinion of local board of school trustees [See note in column I]		[See column III]

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Occupations or estab- lishments <i>Exemptions</i> III	Requirements	
			Evidence of age IV	Physical V
ARIZONA —Con- tinued. R S 1913 Civ Ct 11 C 14 s 2802, 2804 [It would appear, though it is not specifically stated, that a "permit" would not be re- quired for employ- ment in occupa- tions listed in A, above, provided "employment cer- tificate" there tab- ulated had been obtained]	C 14 to 16 Graduate "permit" [See note in col- umn I]	Any occupation dur- ingschool hours [See note in column I]		
	D 14 to 16 Nongradu- ate "permit" [See note in col- umn I]	Same as in C, above, including bracketed note		
ARKANSAS 1914 A 1 s 2, 7, 8, 11, 13 [For earlier law re- quiring certificate for employment in factories and man- ufacturing estab- lishments, perhaps partially or en- tirely superseded by these later pro- visions, see 1907 A 456 s 1, 5, 6, 7, 8, and 1913 A 322 s 12]	A Under 16 "Employ- ment certi- cate"	Any establishment or occupation	"Documentary evi- dence that the child is of the age * * * represented" is re- quired Certificate shall show date of birth of child and contain a state- ment of the proof of age accepted	

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
Completion of grammar-school course prescribed by State board of education			1. Duty Deputy sheriff Constable City marshal Attendance officer 1. Power only [For authorities who may inspect certificates, see Table 3, C] 2(a). Any offense Minimum—\$25 Maximum—\$100	C
[See column VIII]		1. [No specific provision] 2. Exemption from school attendance for "reasons satisfactory" to certain school authorities (see Table 5, A) or on account of physical or mental condition such as to render attendance inexpedient or inadvisable (as declared by competent physician approved by school board)	1. Same as in C, above 2. Same as in C, above	D
No child shall "be employed who has not passed 4 yearly grades" "Documentary evidence that the child is of the * * * educational standard represented" is required			1. Duty State commissioner of labor and statistics Factory inspectors Mine inspectors Agents of humane society Probation officers Truant officers "Other authorized inspectors" 1. Power only Any person: May make and prosecute complaints 2 (a). Any offense Minimum—\$5 Maximum—\$100	A

TABLE 2.—REQUIREMENTS FOR ENTERING
[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
CALIFORNIA [For public exhibi- tions, see Table 7] [The permits tabu- lated in A and B are alternative, and the permit given in C may be substituted for either during vaca- tion] Deering's General Laws 1909 A 1611 (as amended by 1915 C 625) s 1-3, 9, 10, 13, 15 D (L 1909 A 1611 s 16-17 (as added by 1915 C 625) [Child over 14 may obtain a permit to work outside school hours upon compliance with requirements for the issuance of an age and schooling certificate—See provisions in D and E]	A 14 to 15 Temporary poverty "per- mit to work"	Manufacturing estab- lishment Mechanical establish- ment Mercantile establish- ment Workshop Office Laundry Place of amusement Restaurant Hotel Apartment house Distribution of mer- chandise Distribution of mes- sages Any other place of labor	Sworn statement of parent or guardian	
	B 14 to 15 Graduate "permit to work"	Same as in A, above		Physical fit- ness for la- bor contem- plated
	C 12 to 15 Vacation "permit to work"	Occupations or estab- lishments same as in A, above, on weekly school holidays or during regular vaca- tion of public schools	Permit shall contain age of child	
	D Over 15 (if graduate) [See note in col- umn I] "Age and schooling cer- tificate"	Occupations or estab- lishments same as in A, above, during school hours	(1) Birth certificate (2) Passport (3) Baptismal certifi- cate If issuing officer is satisfied that no one of above can be pro- duced, (4) Other evidence, such as school en- rollment record on affidavit of parent or guardian, such as shall convince said officer that child is over 15	Certificate, signed by physician appointed by school board, or other public medical offi- cer, stating that he has examined child, and that in his opinion he has attained normal de- velopment, is sufficient- ly sound in health, and physically able to per- form intend- ed work
	E 15 to 16 (if nongrad- uate) [See note in col- umn I] "Age and schooling cer- tificate"	Same as in D, above	Same as in D, above	Same as in D, above

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
	Sworn statement of parent or guardian that he is incapacitated for labor through illness or injury, or that through death or desertion of father family is in need of child's earnings. Issuing officer must investigate	1. Written evidence that suitable work is waiting for child 2. Permit shall specify kind of labor	1. Duty State bureau of labor statistics 1. Power only Attendance officers Probation officers 2 (a). Each offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (The above penalty is found in D G L 1909 A 1611, as amended by 1915 C 625, s 13; the following penalty is given in section 16 of the same law) 2 (a). Any offense Maximum—\$50 or imprisonment for 60 days, or both	A
Completion of "prescribed grammar-school course"		1. Same as in A, above 2. Same as in A, above	1. Same as in A, above 2. Same as in A, above	B
			1. Same as in A, above 2. Same as in A, above	C
School record, signed by principal or teacher, shows: (1) Grade attained; (2) Attendance for current term Issuing officer certifies that child has completed prescribed grammar-school course		1. Written statement of prospective employer 2. Employer's promise gives nature of occupation for which child is to be employed	1. Same as in A, above 2. Same as in A, above	D
School record same as in D, above Issuing officer certifies: (1) Child has completed 7th grade; (2) He is a regular attendant at evening school Requirement after entering employment: [Compulsory evening-school attendance—See Table 3, D]		1. Same as in D, above 2. Same as in D, above	1. Same as in A, above 2. Same as in A, above	E

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
			IV	V
COLORADO [For public exhibi- tions, see Table 7] [The certificates tab- ulated in A and B are alternative, and the permit tabulated in E may apparently be substituted for those in A to D, inclusive, during vacation]. Mills' Annotated Statutes revised edition 1912 s 537, 660, 662-667, 670, 672, 673 1915 C 180 s 11 [For possible substi- tution of "permit" for "age and school certificate," see M A S r e 1912 s 671] [For earlier law ap- plying to children 14 to 16 unable to read and write English, requiring a certain amount of school attend- ance, apparently partially nullified by later provisions, see M A S r e 1912 s 641]	A 14 to 16 (if literate) "Age and school certifi- cate"	Manufacturing estab- lishment Mercantile institution Factory Workshop Store Office Hotel Laundry Bowling alley Theater Concert hall Place of amusement Passenger or freight elevator [But op- eration of same is prohibited under 16—See Table 1, B] Messenger for any of the above Driver for any of the above	Satisfactory evi- dence by: (1) Last school census (2) Birth certificate (3) Baptismal certifi- cate (4) Register of birth with town or city clerk (5) Records of public or parochial school If no one of above is obtainable, (6) Age certificate, which may be issued by juvenile or county court upon oath of parent or guardian before said court or officer thereof	
	B 14 to 16 (if illiterate) "Age and school certifi- cate"	Same as in A, above	Same as in A, above	
	C 14 to 16 (if illiterate) No docu- ment specified	Any occupation in town or city where a public evening school is maintained		

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
School-attendance certificate, signed by teacher of school attended, certifies to ability to read and write simple sentences			<p>1. Duty Deputy State labor commissioner [factory inspector] School board or local school authorities: Must report to enforcing officer complaints made to them of violations in employments listed in A-III, omitting "hotel" State industrial commission: Shall "inquire into and supervise the enforcement * * * of the laws relating to child labor"</p> <p>2(a). First offense Minimum—\$5 Maximum—\$100 2(a). Second offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 90 days, or both</p>	A
<p>School-attendance certificate, signed by teacher of school attended, certifies that:</p> <p>(1) Child can not read and write simple sentences; (2) He is a regular attendant at evening school</p> <p>Requirement after entering employment: [Compulsory evening-school attendance—See Table 5, D] (In city or town where there is no public or parochial evening school, this certificate can not be issued)</p>			<p>1. Same as in A, above 2. Same as in A, above</p>	B
<p>Inability to read and write simple sentences</p> <p>Requirement after entering employment: [Compulsory evening-school attendance—See Table 5, E]</p>			<p>1. Same as in A, above 2. Same as in A, above</p>	C

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
COLORADO —Con- tinued M A S r e 1912 s 537, 657, 667, 670-673 1915 C 180 s 11	D Under 14 "Permit"	Employment by person other than parent of child in: Fruit orchard Garden Field or farm [Compulsory school at- tendance require- ments would appear practically to limit employment to va- cation and other times outside school hours—See Table 5, A]	Statement of age by parent or employer must be written on application for per- mit	Issuing officer may make such reason- able "terms and condi- tions as shall seem neces- sary and proper for safeguard- ing the mor- al and phys- ical health of child" [See also col- umn VIII]
	E 12 to 16 Vacation "permit"	Occupations or estab- lishments same as in A, above, during that part of June, July, and August when public schools are not in session		Same as in D, above
CONNECTICUT General Statutes re- vision 1902 s 4707 1911 C 119 s 1-3, 5, 6	A 14 to 16 Employ- ment "certifi- cate"	Manufacturing estab- lishment Mechanical establish- ment Mercantile establish- ment	Employment certifi- cate "shows" that child is over 14 Issuing officer may re- quire "all state- ments of fact offered in support of such application [for cer- tificate] to be made under oath"	Employment certificate states that child does not appear physically unfit for em- ployment Issuing officer may require examination by reputa- ble physi- cian in de- termining fitness
1913 C 211 s 1	B 14 to 16 "Vacation certificate"	[Manufacturing estab- lishment Mechanical establish- ment Mercantile establish- ment]		Child must be "in good physical condition"

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
Issuing officer may make such reasonable terms and conditions as shall seem necessary and proper for giving child "such educational advantages as may seem to be for its best interests" [See also column VIII]		1. Name of employer must be stated in application 2. Nature of employment must be stated in application. Written promise to comply with conditions of permit (see columns V and VI) under bond of not more than \$2,000 may be required of employer [For safeguard to morals, see column V]	1. Duty Deputy State labor commissioner [factory inspector] State industrial commission: Has duties as specified in A, above 1. Power only Humane society, probation officers, and factory inspectors: May inspect permits [Permit is subject to revocation by county juvenile court upon complaint of any person showing violation of conditions, etc.] 2(a). First offense Minimum—\$5 Maximum—\$100 2(a). Second offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 90 days, or both	D
Same as in D, above		1. Same as in D, above 2. Same as in D, above	1. Duty Same as in A, above 1. Power only Same as in D above 2. Same as in D, above	E
Employment certificate states that child is able to read, to write simple sentences, and is familiar with arithmetic through fractions Issuing officer may require "all statements of fact offered in support of such application [for certificate] to be made under oath"		1. [Apparently necessary, since certificate must be delivered to employer by issuing officer and employer must notify State board of education of commencement of employment]	1. Duty State board of education or its agents School visitors Local boards of education Town school committees 2(a). Any offense Maximum—\$100	A
				B

TABLE 2.—REQUIREMENTS FOR ENTERING

(In reading this analysis, the explanatory

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
Inability to read and write Requirement after entering employment: [Compulsory evening-school attendance—See Table 5, D]			1. Duty State board of education through its agents 2(a). Any offense Maximum—\$50	C
Same as in B, below			1. Same as in B, below 2. Same as in B, below	A
Ability to read and write simple English sentences. Examination by issuing officer School record signed by principal or chief executive officer of school attended certifies: (1) Above-mentioned ability to read and write simple English sentences; (2) 130 days' school attendance during 12 months previous to arriving at age of 12, or to applying for school record .. "			1. Duty State child labor inspector or his deputy 1. Power only Any person: May make and prosecute complaint 2(a). First offense Minimum—\$5 Maximum—\$50 2(a). Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both 2(a). Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	B

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
	Child's labor must be necessary for support of itself or its family because of death or illness of parent or other unavoidable cause		1. Same as in B, above 2. Same as in B, above	C
Issuing officer certifies: (1) Ability to read and write simple English sentences; (2) 130 days' school attendance during the school year or year previous to applying for school record; (3) That child has received during above period instruction in reading, spelling, writing, and arithmetic			1. Duty Child labor inspectors [2 detailed privates of police force] Truant officers: Shall inspect establishments; Shall report violations to the superintendent of schools and the corporation counsel of the District of Columbia 2(a). Any offense Maximum—\$50 2(b). Any offense (Each day's violation a separate offense) Maximum—\$20	A
[See note in column I]	[See column VIII]	1. [No specific provision] 2. Cases for which certificate is issued must be "exceptional"	1. Same as in A, above 2. Same as in A, above	B
[The child labor law, under which temporary poverty "permit" is issued allowing child to go to work at 12, in the discretion of the judge of the juvenile court, was passed subsequent to the compulsory school-attendance law of 1906, requiring attendance at school until 14—See Table 5]	Evidence satisfactory to judge of juvenile court that labor of child is necessary for the support of himself or of those dependent upon him ¹	1. [No specific provision] 2. [For safeguard to morals, see column III]	1. Same as in A, above [Permit is subject to revocation at the discretion of issuing judge (of juvenile court) or his successor in office] 2. Same as in A, above	C

¹ That is, for the assistance of a disabled, ill, or invalid parent, or for the support in whole or in part of a younger brother or sister or a widowed mother

TABLE 2.—REQUIREMENTS FOR ENTERING
[In reading this analysis, the explanatory

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>Ability to read and write simple English sentences. Examination by issuing officer</p> <p>School record, signed by principal or chief teacher of school last attended certifies:</p> <p>(1) 60 days' school attendance during school year previous to arriving at age of 14 or during year previous to applying for record;</p> <p>(2) That child received during above period instruction in reading, spelling, writing, and geography, and is familiar with arithmetic through fractions;</p> <p>(3) Above-mentioned ability to read and write simple English sentences</p>			<p>1. Duty State labor inspector Grand juries: Shall be charged by county and circuit judges, at beginning of each term of the court, to investigate violations</p> <p>1. Power only Grand juries and county solicitors of criminal courts of record: "Have inquisitorial powers to investigate violations"</p> <p>Judicial or police officers of city or county: May inspect "factories, workshops, mines and mercantile establishments" and shall report violations</p> <p>Any person: May make complaint</p> <p>2(a). Any offense Maximum—\$50</p> <p>2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20</p>	A
Issuing officer certifies to 12 weeks' school attendance in 12 months preceding date of issuance of certificate			<p>1. Duty State commissioner of [commerce and] labor and his authorized assistants</p> <p>2(a). Any offense Maximum—\$1,000, or imprisonment for 6 months, or work in a chain gang for 12 months—any one or more of these punishments</p>	A
Issuing commission may prescribe as condition precedent to issuance of certificate school attendance for such length of time and at such time as it deems wise	Child's labor must be necessary to support a widowed mother or he must be an orphan dependent on his own support. Issuing commission must investigate and, if either condition is found to exist, certificate shall be issued		<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B

TABLE 2.—REQUIREMENTS FOR ENTERING
[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Occupations or establishments <i>Exemptions</i> III	Requirements	
			Evidence of age IV	Physical V
HAWAII [No provisions]				
IDAHO 1911 C 159 s 167, 168, 170, 173 1913 C 77 s 7 [Children 12 to 14 may work in employments listed in A-III during public-school vacation of 2 weeks or more, but no requirements for such employment are specified]	A 14 to 16 "Age record"	Mercantile establishment Mine Factory Workshop Store Telegraph office Telephone office Laundry Restaurant Hotel Apartment house Distribution or transmission of merchandise Distribution or transmission of messages	[Employer shall keep a record of names, ages, and place of residence. Parent, guardian, etc., swearing falsely as to age of child for purpose of obtaining an "age record" is guilty of perjury. See also last note in column I]	
	B "Under 16" [14 to 16] No document specified	Any gainful occupation during school hours		
ILLINOIS [For public exhibitions, see Table 7] Hurd's Revised Statutes 1913 C 48 s 20a, 20c, 20e, 20f, 20g, 20h, 20l, 20m [For law covering certain establishments, largely superseded by provisions tabulated in A and B, in which affidavit of age by parent, etc., is required as a condition of employment, see H R S 1913 C 48 s 34, 39-41]	A 14 to 16 (if literate) "Age and school certificate"	Manufacturing establishment Mercantile institution Factory Workshop Store Office Hotel Laundry Bowling alley "Theater, concert hall, or place of amusement" Passenger or freight elevator [But operation of same is prohibited under 16—See Table 1, B] Messenger for any of the above Driver for any of the above	Satisfactory evidence by: (1) Last school census (2) Birth certificate (3) Baptismal certificate (4) Register of birth with town or city clerk (5) Records of public or parochial school If no one of above is obtainable, (6) Age certificate which may be issued by juvenile or county court upon oath of parent or guardian before said court or officer thereof	

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind)

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
[See provisions in B, below, which would apply to these occupations during public-school hours]				
			<p>1. Duty State board of education (in cooperation with other departments of the State government) Probation officers or school trustees [or truant officers]: Shall visit "places of employment mentioned" [in 1911 C 159 s 166, 172] and ascertain violations therein, "and they shall bring complaints for offenses under this act to the attention of the prosecuting attorney for prosecution"</p> <p>1. Power only Any reputable citizen: May bring complaint [See also officials specified below]</p> <p>2. ["A failure to produce to a truant officer, policeman, probation officer or school authority the age record * * * shall be prima facie evidence of the illegal employment of any person whose age record is not produced," but no penalty is specified]</p>	A
<p>Child must possess the following qualifications:</p> <p>(1) Ability to read and write simple English sentences;</p> <p>(2) He must have received instruction in spelling, English grammar, and geography and be familiar with arithmetic through fractions</p> <p>"Similar attainments in another language" will be accepted in place of the above requirements</p>			<p>1. Same as in A, above</p> <p>2(a). Any offense Maximum—\$50</p> <p>2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20</p>	B
School - attendance certificate, signed by teacher of school attended, certifies to ability to read and write simple sentences			<p>1. Duty State factory inspector, and his assistants and deputies under his supervision School board or local school authorities: Must report to State factory inspector complaints made to them of violations in employments listed in A-III, omitting "hotel"</p> <p>2(a). Each offense Minimum—\$5 Maximum—\$100</p>	A

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
ILLINOIS—Contin- ued	B 14 to 16 (if illiterate) "Age and school certifi- cate"	Same as in A, above	Same as in A, above	
	C 14 to 16 (if illiterate) No docu- ment speci- fied	Any occupation in city or town where a public evening school is main- tained		
H R S 1913 C 48 s 24, 27, 28	D Any minor "Certificate of physical fit- ness" [May be required after entering employment]	Manufacturing estab- lishment Factory Workshop		Certificate from regular physician of good stand- ing may be required by enforcing offi- cer if child ap- pears phys- ically unable to do work at which en- gaged
H R S 1913 C 93 s 5e, 5g, 28-30	E Boy over 16 [16 to 21] Evidence of age	Manual labor in or about coal mine	One of the fol- lowing, together with affidavit of parent or guardian: (1) Birth certificate (2) Baptismal certifi- cate (3) Passport (4) Other official or re- ligious record	

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
<p>School - attendance certificate, signed by teacher of school attended, certifies that:</p> <p>(1) Child can not read and write simple sentences;</p> <p>(2) He is regular attendant at evening school</p> <p>Requirement after entering employment: [Compulsory evening-school attendance—See Table 5, C]</p> <p>(In city or town where there is no public or parochial evening school or where same exists but is not in session, this certificate can not be issued)</p>			<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B
<p>Inability to read and write simple sentences</p> <p>Requirement after entering employment: [Compulsory evening-school attendance—See Table 5, D]</p>			<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	C
			<p>1. [State factory inspector or his assistant or deputy may require certificate and may prohibit employment if it can not be obtained]</p> <p>2. [A penalty of from \$3 to \$100 is incurred for failure to comply with "any provision of this act"]</p>	D
			<p>1. Duty State mine inspectors</p> <p>2(a). Any offense Maximum—\$500 or imprisonment for 6 months, or both</p>	E

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
INDIANA Burns' Annotated Statutes 1914 s 6641k, 6675-6677, 6678 (as amended by 1915 C 77), 6682, 6685d, 8042 [Child physically or mentally unfit to attend school according to certificate from reputable licensed practicing physician is apparently exempted—B A S 1914 s 6675]	A 14 to 16 [See note in column I] "Employment certificate"	Any occupation during school hours (The State board of truancy shall define meaning of the word "occupation")	(1) Birth certificate (2) Baptismal certificate (3) Passport If no one of above is obtainable, (4) First school enumeration in which age appears If no one of above is obtainable, (5) Affidavit of parent or guardian and supporting affidavit of some disinterested person If no one of above is obtainable, (6) Issuing officer may certify that, in his opinion, child is 14 or over and is physically fit for work intended	[See column IV, subdivision (6)]
B A S 1914 s 8022, 8038, 8042, 8044, 8045 [The provisions tabulated in B and C are apparently superseded by those of the later law tabulated in A, above, in so far as they are covered by those provisions]	B 14 to 18 "Affidavit" of age	Manufacturing establishment Mercantile establishment Mine [See also B A S 1914 s 8594] Quarry Laundry Renovating works Bakery Printing office	Affidavit of age by parent or guardian or by child if he has no parent or guardian	
	C 14 to 16 No document specified	Occupations or establishments same as in B, above, at other times than during school vacation		
	D 14 to 18 "Certificate of physical fitness" [May be required after entering employment]	[Occupations not specified, but the provisions would apparently apply to any occupation]		Certificate from some regular physician may be required by industrial board if child appears physically unable to do work at which engaged

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>Certificate must show that child has passed fifth grade of common school or its equivalent</p> <p>Requirement after entering employment: [Compulsory vocational - school attendance under certain conditions—See Table 5, C]</p>		<p>1. Written statement from employer that he has employed or is about to employ child</p> <p>2. Above statement must show place and character of employment.</p>	<p>1. Duty State industrial board State board of truancy Attendance officers</p> <p>2(a). Any offense Minimum—\$10 Maximum—\$50</p>	A
			<p>1. Duty State industrial board 1. Power only Any person: May make complaint</p> <p>2(a)(b). First offense Maximum—\$50 or \$50 and imprisonment for 10 days [It may be that the penalty for "first offense" does not include imprisonment as stated, but the law is not clear]</p> <p>2(a)(b). Second offense Maximum—\$100 or \$100 and imprisonment for 10 days</p> <p>2(a)(b). Third offense Minimum—\$250 and imprisonment Maximum—Fine and imprisonment for 30 days</p>	B
Ability to read and write simple English sentences, unless child is blind			<p>1. Same as in B, above</p> <p>2. Same as in B, above, including bracketed note</p>	C
			<p>1. [State industrial board may require certificate and may prohibit employment if it can not be obtained]</p> <p>2. [Penalty 2(b) in B, above, would be applicable here]</p>	D

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
IOWA [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Code 1897 Supple- ment 1913 s 2477-e, 2477-f C 1897 Supplemental Supplement 1915 s 2477-a, 2477-d	A 14 to 16 "Work per- mit"	Manufacturing estab- lishment Mine Factory Mill Shop Laundry Slaughterhouse or packing house Store or mercantile es- tablishment where more than 8 persons are employed Operating freight or passenger elevator Livery stable Garage Place of amusement Distribution or trans- mission of merchan- dise Distribution or trans- mission of messages ["A work permit shall be issued for every position obtained by a child between the ages of 14 and 16 years"]	(1) Birth certificate If above is not obtainable, (2) Passport (3) Baptismal certifi- cate If no one of above is obtainable, (4) School census rec- ord If no one of above is obtainable, (5) Certificate of age from local medical inspector of schools, or physician ap- pointed by local board of education	Certificate signed by medical in- spector of schools or physician appointed by board of education, certifying that child has attained normal de- velopment and is in suf- ficiently sound health and physi- cally able to perform in- tended work
KANSAS [For public exhibi- tions, see Table 7] General Statutes 1909 s 5094-5098, 8017, 8020 1913 C 217 s 3	A Under 16 [14 is the mini- mum age for employment in most of these occupa- tions—See Table 1, A] (1) "Certifi- cate of age" (2) Affida- vit of age	Factory Workshop Theater Packing house Operating elevator Mine [See provisions in B, below] Distribution or trans- mission of messages Distribution or trans- mission of merchan- dise Any business or serv- ice during school hours <i>Exemptions:</i> Factory or workshop owned or operated by parent	The document required consists of either of the follow- ing: (1) Certificate of age, based upon school census and such other facts as issuing officer can obtain If above is not ob- tainable, (2) Affidavit of parent or guardian	
G S 1909 s 4993, 4996, 8017 1913 C 217 s 3	B 12 to 16 School cer- tificate [The minimum age for em- ployment in mine is 14 by a later law]	Coal mine [See pro- visions in A, above]		

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
School record, signed by chief executive of school attended, certifies: (1) Ability to read and write simple English sentences; (2) Completion of 6 grades in reading, writing, spelling, English language, geography, and arithmetic		1. Written promise of prospective employer. Work permit is forwarded by issuing officer to employer 2. Employer's promise must describe work to be performed and agree to return permit to issuing officer within 2 days after termination of employment	1. Duty Commissioner of State bureau of labor statistics 1. Power only Deputies of commissioner of State bureau of labor statistics (including factory inspectors), State mine inspectors, county attorneys, mayors, chiefs of police and their deputies, city and town marshals, sheriffs and their deputies, or any person authorized by judge of court of record: May inspect establishments Any person: May make complaint 2(a). Any offense Maximum—\$100 or imprisonment for 30 days	A
			1. Duty State commissioner of labor and industry: Shall "cause to be enforced all laws regulating the employment of children, minors, and women" 2(a). Any offense Minimum—\$25 or imprisonment for 30 days Maximum—\$100 or imprisonment for 90 days	A
Ability to read and write Teacher's certificate showing that he has attended school for 3 months "during the year"			1. Same as in A, above 2(a). Each offense Maximum—\$50	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
KANSAS—Continued G S 1909 s 7736, 7737, 8017 1913 C 217 s 3 [The "permit" tabulated in C is apparently not necessary if child fulfills requirements tabulated in D or E, or if he is exempt from school attendance on account of physical or mental incapacity—See Table 5, A, <i>Exemptions</i> (2)] [Employment in any business or service during school hours is prohibited under 14 by a later law—See Table 1, B]	C 8 to 15 [See last note in column I] " Permit "	Any occupation during sessions of the school term or year		
	D 8 to 15 (if graduate) [See last note in column I] No document specified	Same as in C, above		
	E 14 to 15 (if nongraduate) No document specified	Same as in C, above		
KENTUCKY [For street trades, see Table 6] [For public exhibitions, see Table 7] Statutes 1915 s 33a.2, 331a.2, 331a.4, 331a.5, 331a.8, 331a.16, 2978c.7	A 14 to 16 "Employment certificate"	Mercantile establishment Factory Mill Workshop Store Office Printing establishment Bakery Laundry Restaurant Hotel Apartment house Theater Motion-picture establishment Distribution or transmission of merchandise Distribution or transmission of messages	(1) Birth certificate (2) Passport (3) Baptismal certificate If no one of above is obtainable, (4) Other evidence (as school census, school enrollment record, or affidavit of parent or guardian) such as shall convince issuing officer that child is 14	Certificate of physician appointed by school board, or of some other public medical officer, certifying that child has attained normal development and is in sufficiently sound health and physically able to perform intended work

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
[No requirements specified. The permit is issued by school authorities and would constitute an exemption from school attendance]	[In case of extreme emergency or domestic necessity, child 8 to 14 may be temporarily absent from school]		1. Duty Same as in A, above, and also, Truant officers 2(a). Each offense Minimum—\$5 Maximum—\$25	C
Exemption from school attendance on certificate of graduation from common schools of any county or certificate of admission to city high school			1. Same as in C, above 2. Same as in C, above	D
Partial exemption from usual school-attendance requirements (instead of entire session, only 8 weeks are required by compulsory education law) on condition that child is able to read and write English	Child must be employed for his own support or support of those dependent on him		1. Same as in C, above 2. Same as in C, above	E
School record, signed by principal or chief teacher of school last attended, certifies: (1) 100 days' attendance during the 12 months previous either to arriving at the age of 14 years or to applying for school record; (2) Ability to read and write simple English sentences; (3) That child has completed 5 yearly grades in reading, spelling, writing, English language, and geography, and is familiar with arithmetic through fractions If school record is not obtainable, and parent or guardian so certifies by affidavit, issuing officer must examine child and test his proficiency in above studies		1. Written promise of prospective employer 2. Employer's promise states nature of work	1. Duty State labor inspectors, under the direction of the commissioner of agriculture, labor, and statistics: Shall inspect specified establishments [For list, see St 1915 s 33a.2]; Shall report to State and to county attorney any violations occurring Truant officers: May inspect establishments named in A-III; Shall report violations to superintendent of schools, State labor inspector, or other authorized officer 2(a). First offense Minimum—\$15 Maximum—\$50 2(a). Second offense Minimum—\$15 or imprisonment, or both Maximum—\$100 or imprisonment for 30 days, or both 2(a). Subsequent offense Minimum—\$200 or imprisonment for 30 days, or both 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	A

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
LOUISIANA [For public exhibi- tions, see Table 7] [For excuse from school attendance (in cities of over 25,000 except Par- ish of Orleans) of child 8 to 14 who is sole dependence of infirm persons or mother or sisters in necessitous cir- cumstances, and implied permis- sion to work, on certificate from lo- cal superintendent of schools, see later law, 1914 A 91] Wolff's Revised Laws Supplement 1904-1908 v 3 p 412; 1908 A 155 s 2-3 (as amended by 1914 A 186) W R L Supp 1904- 1908 v 3 p 414; 1908 A 301 s 2, 3, 6, 8, 23 (as amended by 1912 A 61) 1910 A 254 s 2	A Over 14 [14 to 16] "Age certifi- cate"	Manufacturing estab- lishment Mercantile establish- ment Mill Factory Mine Packing house Workshop Store Laundry Millinery estab- lishment Dressmaking estab- lishment [In the text of the law, after the enumera- tion of the above establishments, oc- curs the limiting phrase "where more than 5 persons are employed." It is not clear whether or not this clause re- fers to all the above establishments or only to mercantile, dressmaking, and millinery establish- ments] Theater Concert hall Place of amusement where intoxicating liquors are made or sold Bowling alley Boot-blackening estab- lishment Place where messages are transmitted Place where messages are distributed Any other occupation which may be deemed unhealthful or dangerous	Satisfactory evi- dence by: (1) Birth certificate (2) Baptismal certifi- cate (3) Register of birth with city or town officer (4) Records of public or parochial school (5) Passport from commissioner of im- migration If no one of above is obtainable, (6) Age certificate which may be issued by State or other factory inspector or by juvenile or dis- trict court, upon oath made by parent or guardian before said person or court	
	B "Any child" [14 to 16] "Certifi- cate" of phys- ical fitness [May be required after entering employment]	Occupations or establishments same as in A, above, with following addi- tion: Distribution or trans- mission of merchan- dise Distribution or trans- mission of messages		Child who ap- pears to [fac- tory] inspec- tor to be un- der 14 must procure cer- tificate from city or par- ish phy- sician as to physical fit- ness to per- form work required

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
			<p>1. Duty State commissioner of labor and assistant commissioners Parish, city, or town factory inspectors (including New Orleans factory inspector) Supervisor of minerals: Shall enforce provisions of law pertaining to mining</p> <p>2(a). Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 6 months, or both</p>	A
			<p>1. [See column V]</p> <p>2. [Child is "required to procure" certificate under conditions specified in column V. Penalty in A-IX, above, applies to "any violations of this act"]</p>	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
MAINE 1905 C 123 s 1 (as amended by 1915 C 320 s 1), 2 (as amended by 1915 C 320 s 4) 1911 C 65 s 2, 11 1915 C 327 s 2, 4, 5	A 14 to 16 "Work permit"	Manufacturing establishment Mechanical establishment Any business or service whatever during school hours	(1) Birth certificate (2) Baptismal certificate (3) Passport showing the birth	Issuing officer may require in doubtful cases a certificate from school physician or from medical officer of board of health stating that child has been examined by him, and in his opinion has attained normal development and is insufficiently sound health and physically able to perform intended work Requirement after entering employment: [State factory inspector or his deputy or agent may require similar certificate in doubtful cases]
	B 14 to 16 "Vacation permit"	[The occupations or establishments for which this permit is required are not definitely stated in the law, but it would appear to be necessary for employment only in those establishments for employment in which a "work permit" is required]	Same as in A, above	Same as in A, above

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-473 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
Child must demonstrate ability to read and write simple English sentences and to perform the fundamental operations of arithmetic through division, according to test furnished by local superintendent of schools or school committee, or must furnish a certificate signed by public-school teacher or principal of an approved private school certifying to such ability			<p>1. Duty State commissioner of labor [and industry] "Agents for the protection of children," sheriffs, deputy sheriffs, police officers, and constables: Shall enforce any act concerning the protection of children</p> <p>1. Power only Truant officers, factory inspectors, or other officers charged with enforcement of this act: May demand proof of age of child apparently under 16 and forbid his employment if such evidence be not produced [See Table 5 for other powers of truant officers to inspect certificates]</p> <p>2(a). Any offense Minimum—\$25 Maximum—\$200</p>	A
			<p>1. Same as in A, above 2. Same as in A, above</p>	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
MARYLAND [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Annotated Code 1911 v 3 (1914) art 27 s 344; art 77 s 166; art 100 s 4, 5, 9-17, 19, 20, 34, 35, 38, 40, 48 [The certificate tab- ulated in A per- mits employment during entire year; those in B and C only during such time as child is not required to attend school— See Table 5]	A 14 to 16 "General employment certificate" [See note in col- umn I]	Mercantile establish- ment Mechanical establish- ment Mill Factory Workshop Tenement-house man- ufactory or work- shop Office building Restaurant Bakery Barber shop Hotel Apartment house Bootblack stand or es- tablishment [other than employment in street trade, for which see Table 6, B] Public stable Garage Laundry Driver Brickyard Lumberyard Construction or repair of buildings Messenger for tele- graph, telephone, or messenger company Canning establish- ment Packing establish- ment Store Office Boarding house Place of amusement Club Distribution, trans- mission, or sale of merchandise	(1) Birth certificate If above is not ob- tainable, and parent or guardian so certi- fies by affidavit, (2) Passport (3) Baptismal certi- ficate If no one of above is obtainable, and parent or guardian so certifies by affidavit, (4) Other documen- tary evidence (ex- cept school record or affidavit of parent, etc.) satisfactory to issuing officer; school census or enumeration record duly attested may be used If no documen- tary evidence as above is obtainable, and parent or guard- ian so certifies by affidavit, (5) Certificate of phy- sician appointed by issuing officer, stat- ing that in his opin- ion child is 14	Certificate signed by a physician appointed by issuing officer, stat- ing that he has examin- ed child and that in his opinion it has reached normal de- velopment and is in suf- ficiently sound health and physically able to per- form in- tended work
	B 12 to 14 "Vacation employment certificate" [See note in col- umn I]	Mercantile establish- ment Canning establish- ment Packing establish- ment Store Office Boarding house Place of amusement Club Distribution, trans- mission, or sale of merchandise	(1) to (4) Same as in A, above If no documen- tary evidence as above is obtainable, (5) Certificate of phy- sician designated by issuing officer, stat- ing that in his opin- ion child is 12 years of age or upward, together with affi- davit of parent or guardian that child is over 12	Certificate from phy- sician des- ignated by issuing offi- cer, stating that he has examined child and that in his opinion it is physically able to un- dertake intended work
	C 14 to 16 "Vacation employment certificate" [See note in col- umn I]	Same as in A, above	Same as in B, above	Same as in B, above

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>Ability to read and write simple English sentences. Examination by issuing officer</p> <p>School record signed by principal or chief executive officer of school last attended, certifies:</p> <p>(1) Regular attendance for minimum period prescribed by law (see Table 5) during any period of the 12 months after child reaches age of 13;</p> <p>(2) Above-mentioned ability to read and write simple English sentences;</p> <p>(3) Completion of fifth grade in reading, spelling, writing, English language, geography, and arithmetic through fractions</p>		<p>1. Certificate shall contain name and address of prospective employer and the nature of the occupation in which child is to be engaged; and no certificate shall be valid except in the hands of the employer named and for the occupation described therein</p>	<p>1. Duty Chief of State bureau of statistics and information Inspectors of factories, attendance officers, and other authorized officers Any person: May make and prosecute complaints</p> <p>2(a). Any offense Maximum—\$100</p> <p>2(b). Any offense (Each day's violation a separate offense) Maximum—\$20</p>	A
[See note in column I]		1. Same as in A, above	1. Same as in A, above 2. Same as in A, above	B
[See note in column I]		1. Same as in A, above	1. Same as in A, above 2. Same as in A, above	C

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-473 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>Such ability to read, write and spell in English as is required for completion of fourth grade. Examination by issuing officer. School record, signed by principal or teacher in charge of school last attended, shows grade, studies, and amount of school attendance during year preceding; said record shall not be issued or accepted unless following requirements have been complied with:</p> <p>(1) Above-mentioned educational attainments;</p> <p>(2) 130 days' school attendance after child is 13 years of age</p> <p>School record may be accepted without educational attainments if child has attended school at least 7 years, if issuing officer thinks him incapable of acquiring them</p> <p>Issuing officer may suspend attendance requirements if he thinks best interests of child are served by so doing, and may waive requirement of school record if it is impossible to obtain it</p> <p>Requirement after entering employment: [Compulsory continuation-school attendance under certain conditions—See Table 5, E]</p>		<p>1. Written promise of employer or his agent</p> <p>2. Employer's promise to employ states character and number of hours of prospective employment and agrees to comply with law</p>	<p>1. Duty Inspectors of State board of labor and industries Attendance officers: "Shall inquire into" all cases of children out of school and without permits; shall apprehend and take to school child under 21 illegally employed; shall make complaint; May inspect establishments</p> <p>2(a). Each offense Minimum—\$10 or imprisonment Maximum—\$50 or imprisonment for 30 days</p> <p>2(b). Any offense (Each day's violation a separate offense) Minimum—\$50 or imprisonment Maximum—\$200 or imprisonment for 60 days</p>	A
Such ability to read, write, and spell in English as is required for completion of fourth grade			<p>1. [See Table 5, B]</p> <p>2. [See Table 5, B]</p>	B
Certificate states that child has such ability to read, write, and spell in English as is required for completion of fourth grade. Examination by issuing officer			<p>1. Same as in A, above</p> <p>2(a). Each offense Maximum—\$100</p>	C
Certificate states that child has not such ability to read, write, and spell in English as is required for completion of fourth grade. Test by issuing officer			<p>1. Same as in A, above</p> <p>2. Same as in C, above</p>	D
Requirement after entering employment: [Compulsory evening-school attendance—See Table 5, D]				

CHILD LABOR LEGISLATION.

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

References	Age Kind of permit	Occupations or establishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
CAN Annotated 1913 s 4018 ended by (255), 4026, 32 cause from attendance, underprac- the same ons as those ed in col- I, which is tly a pre- e for em- nt under 16 occupation g school unless child mpleted grade, see , B-II, sub- a (2)]	A Under 16 [15 to 16] Employ- ment [pover- ty] "permit"	Manufacturing estab- lishment Mercantile institution Workshop Store Office Hotel Laundry Mine Bowling alley Telegraph service Messenger service "Any person coming within the provi- sions of this act" [The act referred to is H A S 1913 C 64 (s 4009-4062). It is not clear to what further occupations, if any, this phrase would make the per- mit requirement ap- ply. It might be construed to apply also to theater and to billiard or pool room conducted for profit] <i>Exemptions:</i> Employment during established vaca- tion period in pre- serving perishable goods in fruit or vegetable canning establishment	(1) Passport (2) Record of birth kept by authorized public authority (3) Baptismal or other religious record If no one of above is obtainable, (4) Statement of phy- sician connected offi- cially with depart- ment of health, cer- tifying that in his opinion child is 15 or over, is in sound health, and physi- cally able to per- form intended work. Issuing officer may require also parent's affidavit of age or other evidence	Statement by issuing offi- cer that in his opinion child has at- tained nor- mal devel- opment, is in sound health, and physically able to per- form in- tended work; in doubtful cases such fitness shall be deter- mined by medical of- ficer of de- partment of health
	B Under 16 [15 to 16] "Limited vacation per- mit"	Occupations or estab- lishments same as in A, above <i>Exemptions:</i> Same as in A, above	Same as in A, above	Same as in A, above
NOTA lic exhibi- ee Table 7] tatutes 1913 3819, 3840, 3843, 3846,	A 14 to 16 "Employ- ment certifi- cate"	Any business or serv- ice [during any part of the term] "during which the public schools are in ses- sion" (The words within the brackets are omitted in the law, appar- ently by mistake. They occur in the original law, passed in 1907, but not in the law as amended in 1912)	(1) Birth certificate If above is not ob- tainable, (2) Affidavit of parent or guardian taken before issuing officer (Issuing officer shall "examine child" and file statement that in his opinion child is 14 or over)	Certificate from repu- table prac- ticing phy- sician desig- nated for this purpose by school board, that child has at- tained nor- mal devel- opment, is in sound health, and physically able to perform intended work

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
Ability to read and write simple English sentences. Examination by issuing officer School record, signed by principal or chief executive officer of school attended, certifies: (1) Regular attendance of 100 days during school year previous to arriving at age of 15 or to applying for school record; (2) Above-mentioned ability to read and write simple English sentences; (3) Completion of 6th grade of public schools or its equivalent	Statement by issuing officer that in his opinion services of child are essential for support of itself or its parents		1. Duty State factory inspectors 1. Power only Any citizen: May make complaint [1911 A 163 and 1913 A 177 provide for the appointment of mine inspectors, but their duties apparently relate only to safety] 2(a). Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 90 days, or both	A
	Same as in A, above		1. Same as in A, above 2. Same as in A, above	B
Completion of studies taught in common schools of district, or other school in which the curriculum is equal. In any case ability to read and write simple English sentences is required School record, "properly filled out" and signed by principal or teacher of school last attended, must be examined and approved by issuing officer			1. Duty State department of labor and industries 1. Power only Truant officers: May inspect establishments and shall report violations to school authorities and to State commissioner of labor 2(a). Any offense Minimum—\$25 Maximum—\$50 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	A

TABLE 2—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Occupations or estab- lishments <i>Exemptions</i> III	Requirements	
			Evidence of age IV	Physical V
MINNESOTA— Continued G S 1913 s 3850, 8482 [The provisions tab- ulated in B appear to apply to any oc- cupation, but the law is not definite]	B "Any child" "Certificate" of physical fit- ness [May be required after entering employment]	[Any occupation—See note in column I]		Certificate from repu- table prac- ticing phy- sician desig- nated by school board, af- firming child's physical fit- ness to per- form work at which en- gaged, shall be required by officials of labor de- partment or truant offi- cers, if said child ap- pears un- able to per- form such work
MISSISSIPPI 1908 C 99 (as amend- ed by 1912 C 165) s 1, 3, 5-8 1914 C 163 s 3, 4 1914 C 164 s 9 [1912 C 165 s 9, amend- ing 1908 C 99, which exempted fruit can- neries from the provisions tabu- lated in A, and which so defined the application of the act as to make the penalties and "physical require- ments" apply to employment in all the establishments listed in column III, was repealed by 1914 C 163 s 8]	A Boy 12 to 16 Girl 14 to 16 "Affidavit" of age and school attend- ance	Manufacturing estab- ment Mill Factory Cannery [See note in column I] <i>Exemptions:</i> [1914 C 164 repeals these provisions in so far as they relate to "cotton mills and knitting mills," but enacts nearly identi- cal provisions for such establishments in regard to affi- davit, etc.—See pro- visions in B, below]	Affidavit of parent or guardian states date of birth of child	Requirement after enter- ing employ- ment: County health officer must inspect "manufac- turing es- tablish- ments" and report to sheriff child whose phys- ical condi- tion inca- pacitates him to per- form work required, and sheriff shall re- move him from estab- lishment. Judgment of health officer shall be conclu- sive [See note in col- umn I]

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
			1. [See column V] 2. [A maximum penalty of \$100 or imprisonment for 3 months is incurred for refusing to produce certificate upon demand or employing child who can not obtain it]	B
Affidavit of parent or guardian states last school attendance, grade of studies pursued, and name of school and teacher in charge			1. Duty State factory inspector County health officer: [For duties, see A-V] County sheriff: [For duties, see A-V] Circuit judge: Shall specially charge grand jury to investigate violations 2(a). Any offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 60 days, or both (Above penalty applies specifically to employment only in "mill, factory or manufacturing establishment") 2(b). Any offense Minimum—\$10 Maximum—\$100 (Penalty 2(b) is incurred for refusal to obey lawful order of sheriff or health officer, and applies specifically only to "manufacturing establishments")	A

TABLE 2.—REQUIREMENTS FOR ENTERING

(In reading this analysis, the explanatory

[illegible]

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
Same as in A, above			<p>1. Duty State factory inspector County health officer: [For duties, see B-V] County sheriff: Has duty of enforcement [See also B-V] Circuit judge: Has duties as specified in A, above</p> <p>2(a). Any offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 60 days, or both</p> <p>2(b). Any offense Minimum—\$10 Maximum—\$100 (Penalty 2(b) is incurred for refusal to obey lawful order of sheriff or health officer)</p>	B
<p>Ability to read and write simple English sentences. Examination by issuing officer School record, signed by principal or chief executive officer of school attended, certifies: (1) Ability to read and write simple English sentences; (2) That child "has regularly attended" school</p>		<p>1. [No specific provision] 2. Certificate states kind of work which child says he intends to do</p>	<p>1. Duty State factory inspector: In cities of 10,000 or over "shall enforce all laws relating to the inspection" of factories, warehouses, freight depots, machine shops, laundries, tenement workshops, bakeshops, hotels, restaurants, bowling alleys, theaters, concert halls or places of public amusement, and other manufacturing, mechanical, and mercantile establishments and workshops</p> <p>2(a). Any offense Maximum—\$100 or imprisonment for 1 year, or both (Each day's violation a separate offense)</p>	A
			<p>1. [See column V]</p> <p>2. [Child who can not obtain certificate demanded shall not be employed. Penalty in A, above, applies to violation of any provision of this act]</p>	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
MONTANA Revised Codes 1907 s 1660, 1669 1913 C 76 s 1100-1103	A Under 14 [Age of comple- tion of public- school studies to 14] "Age and schooling cer- tificate"	Any occupation dur- ing school term	"Satisfactory proof of age"	
	B 14 to 16 "Age and schooling cer- tificate"	Same as in A, above	Same as in A, above	
R C 1907 s 1660, 1669, 1746, 1748-1751 1911 C 120 s 5 1913 C 55 s 3, 5	C Over 16 "Age cer- tificate"	Factory Workshop Mine Mill Smelter Steam, electric, hy- draulic, or com- pressed-air railroad Passenger or freight elevator Where any machinery is operated Telegraph company Telephone company Messenger company Any occupation not above enumerated which is known to be dangerous or un- healthful or which may be in any way detrimental to the morals of child un- der 16	Official record, com- piled by State com- missioner of labor and industry, from reports made to him by county superin- tendent of schools, giving ages of all children under 16 who are residents of State	

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-473 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
"Satisfactory proof" that child "has successfully completed" the studies of reading, spelling, writing, language, English grammar, geography, history and civics, physiology and hygiene, and arithmetic			1. Duty Truant officers State bureau of child and animal protection: Was created "for the purpose of enforcing the laws * * * pertaining to children"; Has powers of inspection 2(a). Each offense Minimum—\$25 Maximum—\$50	A
Certificate issued upon "a knowledge" of child's ability to read and write English			1. Same as in A, above 2. Same as in A, above	B
			1. Duty State commissioner of labor and industry State bureau of child and animal protection: Has duties and powers as specified in A, above State coal mine inspector: As to coal mines [State mine inspector must inspect mines, but his duties apparently relate only to safety—See R C 1907 s 1713, 1720] 1. Power only Any reputable citizen: May make complaint 2(a). Any offense Minimum—\$25 or imprisonment for 30 days, or both Maximum—\$500 or imprisonment for 6 months, or both	C

CHILD LABOR LEGISLATION.

TABLE 2.—REQUIREMENTS FOR ENTIRE

[In reading this analysis, the ex]

State References	Age Kind of permit	Occupations or establishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	
ALASKA Public exhibition, see Table 7] Certificates tabulated in A and B so-called "Age schooling certificates"] and Statutes 3576, 3579, 3582, 3583, 3586 According to an evening or school attendance equivalent to the even-school attendance tabulated in A may be read of child 14 in city and metropolitan city districts 14 to 15 in places, if he legally and regularly employed his own support or the support of someone actually dependent upon him [see R S 1913-6926]	A 14 to 16 (if graduate) "Employment certificate"	Manufacturing establishment Mercantile institution Factory Workshop Theater Concert hall Place of amusement Store Office Hotel Laundry Bowling alley Passenger or freight elevator Messenger for any of the above Driver for any of the above	(1) Passport (2) Birth certificate (3) Baptismal certificate (4) Other religious or official record showing date of birth If no one of above is obtainable, (5) Affidavit of parent or guardian (6) In doubtful cases, issuing office may refer question of age to the judge of the juvenile court or to the county judge, whose judgment shall be final	Issued after investigation that child is mature enough to be employed in such cases, physical examination for the world's record cases fitness be determined by medical officer board participation by special dividend the board special
	B 14 to 16 (if nongraduate) "Employment certificate"	Same as in A, above	Same as in A, above	Same as in A, above

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
Ability to read and write simple English sentences. Examination by issuing officer School record, signed by teacher and principal of the schoolchild has attended, shows: (1) Completion of eighth grade; (2) Attendance for three-fourths of school year previous to becoming 14 years of age, or during the year previous to applying for record; (3) Above-mentioned ability to read and write simple English sentences			1. Duty State deputy commissioner of labor Truant officers 1. Power only Members of State board of inspection: May inspect employment certificates and demand evidence of age of child apparently under 16 whose certificate is not on file, and forbid his employment if evidence that he is over 16 be not produced. For further powers, see C-V Any person: May cause enforcement 2(a). Each offense Maximum—\$50 2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20	A
Ability to read and write simple English sentences. Examination by issuing officer School record, signed by teacher and principal of the schoolchild has attended, shows: (1) Noncompletion of eighth grade; (2) Attendance for three-fourths of school year previous to becoming 14 years of age, or during the year previous to applying for record; (3) Above-mentioned ability to read and write simple English sentences Certificate of regular attendance at a public evening school which is maintained for not less than 20 weeks per year, 3 evenings per week, and 2 hours per evening Requirement after entering employment: Compulsory evening-school attendance—See Table 5, E]			1. Same as in A, above 2. Same as in A, above	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
NEBRASKA— Continued	C Under 16 “Certificate” of physical fit- ness [May be required after entering employment]	[Any occupation]		Member of State board of inspec- tion may demand examina- tion by reg- ularly li- censed phy- sician se- lected by the board, of child under 16 who seems physically unable to do work at which en- gaged
NEVADA [For public exhibi- tions, see Table 7] Revised Laws 1912 s 6824, 6285 1915 C 203 s 4, 8, 9, 13 [The law specifies no requirements for permit tabulated in A] [See Table 1, A, for later law which would appear to limit this provi- sion, in so far as it applies to children under 14, to em- ployment outside school hours and during vacation]	A Boy under 14 Girl under 16 “Written permit” [But for mini- mum age of 14 for employ- ment in any business or service during school hours, fixed by later law, see Table 1, A]	Factory Store Shop Mine [But 1913 C 232 s 2, which is a later provision, fixes a minimum age of 16 for employment in mine—See Table 1, B] Any inside employ- ment <i>Exemptions:</i> Inside employment connected with farm or housework		

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
			1. [See column V] 2. [Child who can not obtain certificate shall not be employed. Penalties in A, above, appear to be applicable here]	C
			1. Duty State labor commissioner 2(a). Any offense Maximum—\$500 or imprisonment for 6 months, or both	A

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or establishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
NEW HAMPSHIRE Public Statutes 1901 C 93 s 15 (as amended by 1901 C 61) 1911 C 162 s 1 (as amended by 1913 C 224 s 1). 2, 7, 10 (as amended by 1915 C 61), 12, 13, 16, 17, 19, 20, 21 1911 C 198 s 2 [For requirement of proof of age and certificate of literacy, according to earlier law, superseded in large part by these provisions, see also P S 1901 C 93 s 11 (as amended by 1901 C 61), 13 (as amended by 1901 C 61), 18, and P S 1901 C 92 s 18] [1913 C 221, amending P S 1901 C 93 s 14, by requiring attendance at school until 16 unless child has completed elementary school course, would appear to limit employment of nongraduate child to outside school hours and during vacation]	A Under 16 [14 to 16] "Employment certificate"	Mill Factory Workshop Quarry Mercantile establishment "Tenement house manufactory or workshop" Store Business office Telegraph office Telephone office Restaurant Bakery Hotel Barber shop Apartment house Bootblack stand or parlor Distribution or transmission of merchandise Distribution or transmission of messages	One of the following: (1) Passport (2) Birth certificate (3) Baptismal certificate (4) Public record showing date of birth	Certificate from medical officer of local board of health or a physician designated by school board, certifying that child has attained normal development and is in sufficiently sound health and physically able to perform intended work
	B Under 16 [14 to 16] Vacation "certificate"	Occupations or establishments same as in A, above, during a vacation period of the school year	Same as in A, above	Same as in A, above
1913 C 162 s 3	C Under 16 No document specified [May be required after entering employment]	Any occupation		State board of health, when requested by State superintendent of public instruction, must make inspections and may require the discharge of child who by reason of physical condition can not, in its judgment, continue in employment without risk to health

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>Ability to read and write simple English sentences. Examination by issuing officer</p> <p>School record, signed by principal or chief executive officer of school attended, certifies:</p> <p>(1) Regular attendance for 300 half days during year previous to arriving at age of 14 or to applying for school record;</p> <p>(2) Above-mentioned ability to read and write simple English sentences</p> <p>(If child has attended an English-taught school 3 years, and issuing officer considers him mentally incapable of acquiring ability to read and write simple English sentences, State superintendent of public instruction, after investigation, may issue permit authorizing employment)</p> <p>[For later provision which would appear to require graduation from elementary school course for work during school hours, see last note in column I]</p>			<p>1. Duty</p> <p>State labor commissioner: Shall, "whenever he shall deem it necessary," prosecute violations of laws "regulating the employment of help"</p> <p>Truant officers</p> <p>State superintendent of public instruction and State inspectors appointed by him and under his supervision</p> <p>2(a). Any offense</p> <p>Minimum—\$5 or imprisonment for 10 days, or both</p> <p>Maximum—\$200 or imprisonment for 30 days, or both</p> <p>2(b). Any offense</p> <p>(Each day's violation a separate offense)</p> <p>Minimum—\$5</p> <p>Maximum—\$20</p>	A
			<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B
			<p>1. [See column V]</p> <p>2. [Penalties in A, above, seem to be applicable here]</p>	C

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or establishments Exemptions	Requirements	
			Evidence of age	Physical
			IV	V
NEW HAMPSHIRE—Continued P S 1901 C 92 s 15 P S 1901 C 93 s 12 (as amended by 1901 C 61), 13 (as amended by 1901 C 61), 15 (as amended by 1901 C 61), 18 1911 C 19 s 2 [The application of the provision tabulated in D would appear to be limited in most cases to minors over 16—See provisions in A, above, and Table 5, A]	D Any minor (if illiterate) [See note in column I] No document specified	The following occupations while a free public evening school is maintained: Manufacturing establishment Mechanical employment Mercantile employment Any other employment		
NEW JERSEY [For street trades, see Table 6] Compiled Statutes 1910 v 3 Labor s 16 p 3023 (as amended by 1914 C 252 s 1), s 18 p 3024 (as amended by 1914 C 252 s 2), s 60 p 3034 (as amended by 1912 C 117), s 61 p 3035 1914 C 236 s 3 1911 C 136 s 1-4, 6 (as amended by 1914 C 253 s 1-4, 6), 15 1914 C 223 s 1, 5, 7-9, 12, 17, 18 [“It shall be lawful” to issue this certificate for employment in occupations not otherwise prohibited by law to children under 16. It is required for employment in all occupations listed in this table] [See also 1914 C 223 s 1, 5, 7, 12, 13, 17, 18, for the “age and working certificate,” tabulated in Table 6 because it appears to apply chiefly to street trades, but possibly covering	A 14 to 16 “Age and schooling certificate”	Factory Workshop Mill Place where the manufacture of goods of any kind is carried on [See C S 1910 v 3 Labor s 16 p 3023 (as amended by 1914 C 60) and (as amended by 1914 C 236 s 2) for provisions which may make these requirements apply also to: Newspaper plant Printery Place where printing is carried on Commercial laundry Mine Quarry]	(1) Birth certificate If above is not obtainable, and parent or guardian so certifies by affidavit. (2) Passport (3) Baptismal certificate If no one of above is obtainable, and parent or guardian so certifies by affidavit. (4) Other documentary evidence satisfactory to issuing officer (except school record or affidavit of parent or guardian) If no one of above is obtainable, and parent or guardian so certifies by affidavit. (5) Physician’s certificate of age may be accepted if, after investigation, facts in parent’s affidavit are not discredited, said certificate to be issued by medical inspector of district board of education	Certificate signed by medical inspector of board of education, upon examination of child, describing his physical condition and stating whether he has attained normal development and is of sufficiently sound health and physically able to be employed in any occupation in which he may legally be employed
	B 14 to 16 “Age and schooling certificate”	Mercantile establishment (Term shall be “construed to apply to any employment of labor other than a factory, workshop, mill or other place where the manufacture of	Same as in A, above	Same as in A, above

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 457-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>Inability to read and write simple English sentences</p> <p>Requirement after entering employment: (Compulsory day or evening school attendance unless exempted—See Table 5, C)</p>			<p>1. Duty State labor commissioner: Shall, "whenever he shall deem it necessary," prosecute violations of laws "regulating the employment of help"</p> <p>Truant officers: As to employment under 16 in manufacturing, mechanical, and mercantile establishments, if required by district school board; in other establishments, as to employment under 16 during school hours</p> <p>District school boards 1. Power only State superintendent of public instruction or his deputy</p> <p>2(a). Each offense Maximum—\$50</p>	D
		1. "Employer's certificate," filled out by employer, setting forth the nature of the work child is to do, the date it begins work, and the salary to be paid, must be returned by employer "within 2 days" to issuing officer	<p>1. Duty State commissioner of labor (with supervision and control over assistant and inspectors) 1. Power only [See also Table 3, B, for officers empowered to inspect certificates]</p> <p>2(a). Any offense Maximum—\$25 or imprisonment for 60 days, or both (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)</p>	A
Same as in A, above		1. Same as in A, above	<p>1. Duty State commissioner of labor, assistant commissioner, and inspectors of the department of labor Attendance officers or other persons empowered to compel school attendance Police officers</p>	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
NEW JERSEY— Continued other employ- ments, which per- mits child 10 to 16 desiring to assist in supporting self or family to secure certain light em- ployment in the open air (includ- ing running er- rands) and ex- empts agricultural pursuits. Such employment must not be otherwise prohibited by law to child under 16 (see Table 1) and must not be car- ried on within school hours or be- tween 7 p. m. and 6 a. m.]	B—Continued	goods of any kind is carried on") [It is not clear whether this definition in- cludes newspaper plants, printeries, places where print- ing is carried on, commercial laun- dries, mines, and quarries, or whether the latter are em- braced in those spec- ified in A-III. above]		
NEW MEXICO [No provisions]				
NEW YORK [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Consolidated Laws 1909 v 3 Labor C 31: Art 1 s 2 (as amended by 1913 C 529, by 1914 C 512, and by 1915 C 650); Art 3-a s 51-52 (as added by 1913 C 145); Art 4 s 56 (as amended by 1913 C 145), 59 (as amended by 1913 C 145); Art 5 s 61 (as amended by 1913 C 145); Art 6 s 70 (as amended by 1913 C 529), 71 (as amended by 1912 C 333), 72, 73 (as amended by 1913 C 144), 75 (as amended by 1913 C 144), 76, 76-a (as added by 1913 C 200), 92; Art 8 s 111 (as amended by 1913 C 463); Art 12 s 160, 161 (as amended by 1914 C 331), 162 (as amended by 1911 C 866), 163 (as amended by 1913	A 14 to 16 "Employ- ment certifi- cate"	In any village or city of 3,000 or over: Mercantile establish- ment Business office Telegraph office Restaurant Hotel Apartment house Theater Place of amusement Bowling alley Barber shop Shoe-polishing estab- lishment Distribution or trans- mission of merchan- dise or articles Distribution or trans- mission of messages Distribution or sale of articles	(1) Birth certificate If above is not obtainable, and par- ent so certifies by affidavit, (2) Certificate of grad- uation from a school having a course of not less than 8 years in duration If no one of above is obtainable, and parent so certifies by affidavit, (3) Passport (4) Baptismal certifi- cate If no one of above is obtainable, and parent so certifies by affidavit, (5) Other documen- tary evidence satis- factory to issuing officer and approved by board of health by resolution at a regular meeting If no one of above is obtainable, in cities of the first class only, and par- ent so certifies by affidavit, (6) Certificates of age from two phys- icians designated by the board of health, after separate phys- ical examination by each and, in case their opinions do not concur, by a third physician	Issuing officer, after making examina- tion, signs statement that child has attained normal de- velopment, is in sound health, and is physically able to per- form intend- ed work, such phys- ical fitness to be deter- mined by medical off- icer of the de- partment or board of health

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
			Duty—Continued Other persons designated by law to protect children from cruelty and neglect 1. Power only Officer or agent for incorporated society for the protection of children from cruelty and neglect 2(a). Any offense Maximum—\$50 or imprisonment for 90 days, or both 2(a). Habitual violation Maximum—\$1,000 or imprisonment for 3 years, or both (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2]	B
Ability to read and write simple English sentences. Examination by issuing officer School record, signed by principal or chief executive officer of school attended, must certify: (1) School attendance of 130 days during 12 months previous to 14th birthday or to applying for school record; (2) That child has received instruction during above period in reading, spelling, writing, English grammar, and geography, and is familiar with arithmetic through fractions; (3) Above-mentioned ability to read and write simple English sentences; (4) Completion of the work prescribed for first 6 years of elementary school Requirement after entering employment: [Compulsory continuation-school attendance under certain conditions—See Table 5, F]			1. Duty State industrial commission: Has duty of enforcement in cities of the first or second class; May investigate and make regulations for carrying law into effect Board of health or health commissioners: In cities other than those of the first or second class, and in towns and villages 1. Power only Truant officers: May inspect establishments 2(a)(b). First offense Minimum—\$20 Maximum—\$50 2(a)(b). Second offense Minimum—\$50 or imprisonment, or both Maximum—\$250 or imprisonment for 30 days, or both 2(a)(b). Third offense Minimum—\$250 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both	A

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
NEW YORK— Continued C 144), 164, 165 (as amended by 1913 C 144), 166 (as added by 1913 C 144), 167 (as amended by 1913 C 145), 172 (as amended by 1913 C 145) C L 1909 v 4 Penal C 40: Art 120 s 1275 (as amended by 1913 C 349)	B 14 to 16 “E m p l o y - ment certifi- cate”	Factory (including bakery or laundry other than home laundry where work is done for family trade) <i>Exemptions:</i> “Nothing herein contained shall prevent a person engaged in farming from permitting his children to do farm work for him upon his farm. Boys over the age of 12 years may be employed in gathering produce, for not more than 6 hours in any 1 day,” subject to the compulsory education law, for which see Table 5	Same as in A, above	Same as in A, above Require- ment after entering em- ployment: State medical in s p e c t o r may require e x a m i n a - tion of chil- dren em- ployed in factories
C L 1910 v 8 Educa- tion C 16: Art 23 s 626, 628 (as amended by 1913 C 748), 632, 636	C 14 to 16 “E m p l o y - ment certifi- cate”	In any city of the first or second class: Any occupation	Same as in A, above	Same as in A, above
C L 1910 v 8 Educa- tion C 16: Art 23 s 626, 628 (as amended by 1913 C 748), 630 (as amended by 1913 C 101), 632, 633 sub- division 3, 636 [The provisions tabu- lated in D and E are apparently su- perseded by those given in A and B, in so far as the former are covered by the latter]	D 14 to 16 “E m p l o y - ment certifi- cate”	Outside of city of the first or second class: Mercantile establish- ment Factory Business office Telegraph office Restaurant Hotel Apartment house Distribution or trans- mission of merchan- dise Distribution or trans- mission of messages	Same as in A, above	Same as in A, above
	E 14 to 16 “S c h o o l - record certifi- cate”	Outside of city of the first or second class: Any occupation other than those men- tioned in D, above	School record gives date of birth	
C L 1910 v 8 Educa- tion C 16: Art 23 s 622 (as amended by 1913 C 748), 627 (as amend- ed by 1913 C 748), 628 (as amended by 1913 C 748), 631 (as amended by 1913 C 748), 632, 636	F Boy 14 to 16 (if non-graduate) “E m p l o y - ment certifi- cate”	Same as in C, above	Same as in A, above	Same as in A, above

EMPLOYMENT [SEE TABLE 3]—Continued

pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
In A, above			1. Duty State industrial commission 1. Power only Truant officers: May inspect establishments 2. Same as in A, above	B
In A, above			1. Same as in F, below 2(a). First offense Minimum—\$20 Maximum—\$50 2(a). Subsequent offense Minimum—\$50 Maximum—\$200	C
In A, above			1. Same as in F, below 2. Same as in C, above	D
Record same as in A, above			1. Same as in F, below 2. Same as in F, below	E
Completion of elementary course—See Table 5, F onal requirements and record same as in A, Requirement after enter- employment: sory evening-school at- tendance unless attending union school]			1. Duty Superintendent of schools: Shall supervise the en- forcement of this article in each city, union free school district, or common-school district whose limits in- clude in whole or in part an incorporated village State commissioner of educa- tion: Shall supervise enforce- ment 2. Same as in C, above	F

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
NORTH CARO- LINA Pell's Revisal of 1908 Supplement 1913 C 45A s 1981ee(3), 1981ee(4), 1981ee(5) [Above law contains also a requirement of certificate for employment un- der 16 "at night" in these establish- ments, but em- ployment under 16 is prohibited 9 p. m. to 6 a. m. in these same estab- lishments—See Ta- ble 4, A]	A Under 13 [The minimum age for em- ployment in "factory or manu factur- ing establish- ment" is 12— See Table 1, A] Certificate of age and school attendance	Mill Factory Manufacturing plant (Employment in above estab- lishments permitted only "in appren- ticeship capacity") [For earlier law re- quiring statement of age and certificate as to school attend- ance for employ- ment of child in fac- tory or manufactur- ing establishment, amended in 1915 so as to impose a pen- alty, not found in either the earlier law or that here tab- ulated, of a fine of not less than \$500 or imprisonment for not less than 90 days for a second convic- tion of violation within 12 months, see P R 1908 C 45a s 1981d and C 81 fol- lowing s 3362-3364 (as reenacted by 1915 C 148 s 3)]	The "certificate" re- quired in column II is from parent, guardian, etc., and shall show age of child	
NORTH DAKOTA Compiled Laws 1913 s 1405, 1407-1409, 1411, 1413 [The compulsory school-attendance requirements (see Table 5, A) would appear to restrict this certificate, if the employment is during school hours, to child who has gradu- ated from the com- mon schools, ex- cept in case where "child is actually necessary for sup- port of family"]	A 14 to 16 "Employ- ment certifi- cate"	Mercantile estab- lish- ment Factory Workshop Mine	One of the fol- lowing: (1) Birth certificate (2) Passport (3) Baptismal certifi- cate (4) Other religious rec- ord (If evidence of age as specified in (2), (3), or (4) is accepted, it must be accompa- nied by affidavit of parent or guardian)	Issuing officer must exam- ine child and sign statement that in his opinion he has attained normal de- velopment and is in sound health and phys- ically able to perform intended work. In doubtful cases such physical fit- ness shall be determined by medical officer of board or de- partment of health

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
The "certificate" required in column II is from parent, guardian, etc., and shall set forth the fact that child has attended school for 4 months during the preceding 12 months			<p>1. Duty County superintendent of public schools: Must investigate violations and report same to the solicitor of the judicial district in which they occurred [For powers of attendance officers in enforcement of compulsory school-attendance laws, which might indirectly result in the enforcement of these provisions, see Table 5, column VIII] [Certificates are required to be "accessible to any inspector of factories or other authorized officer charged with the enforcement of this act," but there is no further mention of the factory inspector]</p> <p>2(a). Any offense Violation a misdemeanor [See P R 1908 C 81 s 3293] [See also note in column III]</p>	A
<p>Ability to read and write simple English sentences. Examination by issuing officer</p> <p>School record, signed by principal or chief executive officer of school attended, certifies:</p> <p>(1) School attendance for 120 days during school year previous to arriving at age of 14 or during year previous to applying for school record;</p> <p>(2) That child has been instructed during above period in reading, spelling, writing, English grammar, and geography, and is familiar with arithmetic through fractions;</p> <p>(3) Above-mentioned ability to read and write simple English sentences [See note in column I]</p>	[See note in column I]		<p>1. Duty Peace officers: May inspect establishments and demand employment certificate; Shall report violations to school board or board of education; May make complaint</p> <p>1. Power only Local superintendent of schools or clerk of school board or board of education: May demand evidence of age of child apparently under 16 whose employment certificate is not filed, and forbid employment if such evidence be not produced Any person: May make complaint</p> <p>2(a). Each offense Minimum—\$20 Maximum—\$50</p>	A

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Occupations or establishments <i>Exemptions</i> III	Requirements	
			Evidence of age IV	Physical V
OHIO [For public exhibitions, see Table 7] Page and Adams' Annotated General Code 1912 s 871-22 (as added by 1913 p 95), 871-24 (as added by 1913 p 95), 6246, 6248, 7762, 7765 (as amended by 1913 p 864), 7766 (as amended by 1914 p 129), 7767 (as amended by 1913 p 864), 7770 (as amended by 1913 p 864), 7771 (as amended by 1914 p 225), 7773 (as amended by 1914 p 225), 12975, 12982, 12983, 12986, 12993-12994 (as amended by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864), 13007-10 (as added by 1913 p 864), 13007-11 (as added by 1913 p 864) [For penalty under earlier law for employing child 14 to 16 who can not read and write English, see I' & A A G C 1912 s 12976]	A Boy 15 to 16 Girl 16 to 18 "Age and schooling certificate"	Mechanical establishment Mercantile establishment Mill Factory Workshop "Tenement-house, manufactory or workshop" Store Office Office building Restaurant Boarding house Bakery Barber shop Hotel Apartment house Boothblack stand or establishment Public stable Garage Laundry Place of amusement Club Brickyard Lumberyard Construction or repair of buildings Distribution or transmission of merchandise Distribution or transmission of messages [But see Table 1, D, for prohibition of employment of girl under 21 in transmission of messages]	(1) Passport (2) Birth certificate (3) Baptismal certificate (4) Other religious record If no one of above is obtainable, (5) Other documentary evidence satisfactory to issuing officer (attested school census or enumeration record may be accepted in discretion of officer, but not school record or affidavit of parent or guardian) If no documentary proof as above is obtainable, and parent or guardian so certifies, and issuing officer is satisfied that reasonable effort has been made to secure such proof, (6) Physician's certificate of age issued, after examination, by school physician or if there be none by physician employed for this purpose by board of education	Certificate from school physician, or if there be none physician of board of health, or if there be no such board, from licensed physician appointed by board of education, showing that child is physically fit to be employed in any of the occupations permitted by law for child between 15 and 16. If records of school physician show child to have been previously sound in health, issuing officer may, in his discretion, waive this requirement
	B Boy 15 to 16 Girl 16 to 18 "Age and schooling certificate"	Any occupation [not forbidden by law to boy under 16 and girl under 18]	Same as in A, above	Same as in A, above

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>Proof satisfactory to issuing officer that child has been examined and, if a boy, has passed a satisfactory sixth grade test, or, if a girl, a satisfactory seventh grade test, in reading, spelling, writing, English grammar, geography, and arithmetic. In cities, in order to ascertain whether the above requirements have been met, local board of education may appoint juvenile examiner who shall certify that he has examined child and that latter has passed, to his satisfaction, the grade test as above; but if, in his opinion, child is below normal in mental development so that he can not with due industry pass such test and if school record shows child to be below normal in development, juvenile examiner may certify such fact and issuing officer may grant certificate in his discretion. If said examiner is satisfied that the standard of any school is sufficiently high, he may accept the records thereof as showing that child has passed test without further examination [See provisions in C, below]. School record, approved by issuing officer and signed by principal or person in charge of school last attended, shows:</p> <p>(1) Number of weeks' attendance during school year previous to applying for school record;</p> <p>(2) Standing in studies enumerated above</p> <p>Requirement after entering employment: [Compulsory continuation-school attendance for boy 15 to 16 under certain conditions—See Table 5, C]</p>		<p>1. Written promise to legally employ child</p> <p>2. Written agreement of employer to return certificate to issuing officer within 2 days from date of termination of employment, giving reason for termination</p>	<p>1. Duty Factory inspectors [State industrial commission] Truant officers Other officers charged with the enforcement of laws relating to employment of minors</p> <p>1. Power only Any person: May prosecute violations</p> <p>2(a). First offense Minimum—\$5 Maximum—\$50</p> <p>2(a). Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both</p> <p>2(a). Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both</p> <p>2(b). Any offense (Each day's violation a separate offense) Minimum—\$5 Maximum—\$20</p> <p>(All the above penalties apply to "any violation" of the provisions here tabulated. The following specific penalty is incurred for failure to procure and keep on file employment certificates for children under 16)</p> <p>2(a). Any offense Minimum—\$25 Maximum—\$100</p>	A
Same as in A, above		<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	<p>[The provisions tabulated below appear to be applicable only to employment in such occupations as are not covered by those listed in A-III, above]</p> <p>1. Duty State industrial commission Truant officers</p> <p>2(a). Any offense Minimum—\$25 (for officer, etc., of corporation) Maximum—\$50 (for any person)</p> <p>(Any person convicted of a violation of any law relating to employment of minors, who again violates any such law, shall be imprisoned for not less than 10 nor more than 30 days)</p>	B

TABLE 2.—REQUIREMENTS FOR ENTERING
[In reading this analysis, the explanatory

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
Same as in A, above, except that grade test may be waived		1. Same as in A, above 2. Same as in A, above	1. Same as in B, above, including bracketed note 2. Same as in B, above, including bracketed note	C
			1. [See column V] 2. [No specific provision. The penalties quoted in B, above, which apply to all violations of laws relating to employment of minors, may be applicable, but no specific duties are imposed upon employer by the provision tabulated in D]	D
Ability to read and write simple English sentences School-attendance certificate, signed by teacher of school attended, certifies to above literacy [See last note in column I]			1. Duty State commissioner of labor 1. Power only Factory inspector, truant officers [there appears to be no provision for appointment of truant officers], and "other person charged with the administration of this article": May demand proof of age of child apparently under 16 and forbid employment if such proof be not produced 2(a). Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 30 days, or both	A
School attendance during preceding year for time attendance is compulsory by law [See Table 5] School-attendance certificate, signed by teacher of school attended, certifies to above attendance [See last note in column I]			1. Same as in A, above 2. Same as in A, above	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
OKLAHOMA— Continued R L 1910 s 3728, 3735, 3742 [The provisions tab- ulated in C appar- ently apply to all “children” but they might be in- terpreted to apply only to children under 16]	C [See note in column I] “Certificate of physical fit- ness” [May be required after entering employment]	[Any occupation, ap- parently, but the law might be inter- preted to apply only to those listed in A-III, above]		Factory or deputy in- spectors may require certificate of physical fit- ness from licensed physician in good stand- ing for child appearing physically unable to perform work at which en- gaged
OREGON [For public exhibi- tions, see Table 7] Lord's Oregon Laws 1910 s 4121 (as amended by 1911 C 243), 5016, 5023 (as amended by 1911 C 138), 5027 (as amended by 1911 C 138), 5028- 5029 (as amended by 1911 C 138), 5030 (as amended by 1911 C 138), 5032- 5033 (as amended by 1911 C 138), 5035 (as amended by 1911 C 138)	A 14 to 16 “Age and schooling cer- tificate”	Mercantile establish- ment Factory Workshop Store Business office Restaurant Bakery Hotel Apartment house	Satisfactory evi- dence by one of the following: (1) Last school census (2) Passport (3) Birth certificate (4) Baptismal certifi- cate (5) Other religious record (6) Town or city regis- ter of birth	Issuing officer certifies that child has reached the normal de- velopm ent of a child of his age and is in sound health and physically able to per- form intend- ed work
	B 12 to 14 Vacation permit	Any suitable work during any school vacation extending over a term of 2 weeks		State board of inspectors of child la- bor shall ex- ercise careful discretion as to the char- acter of the employment and its effect on the phys- ical well- being of the child

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or establishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
PENNSYLVANIA 1915 Pamphlet Laws 286 s 1, 3, 8, 9, 11, 12, 13, 14, 15, 16, 17, 23, 24 [The act tabulated in A and B is in effect Jan. 1, 1916] [The certificate tabu- lated in A per- mits employment during entire year, and that in B only on such days as child is not re- quired by law to attend school—See Table 5, A and B] [For earlier certifi- cate law appar- ently superseded by the provisions tabulated in A and B in so far as it ap- plies to children under 16, see 1909 P L 283 s 1, 3, 4; S P D Supp 1905- 1909 v 5 pp 5605- 5606 and 1909 P L 283 s 11; S P D Supp 1905-1909 v 5 p 5607 (as amended by 1913 P L 69)]	A 14 to 16 "General employment certificate" [See second note in column I]	Any establishment (any place where work is done for compensation of any kind, to whomever payable) Any occupation <i>Exemptions:</i> Farm work Domestic service in private homes	(1) Birth certificate If above is not ob- tainable, (2) Baptismal certifi- cate If above is not ob- tainable, (3) Passport If no one of above is obtainable, (4) Other documen- tary evidence (other than school record or affidavit of age), satisfactory to issu- ing officer If no one of above is obtainable, and parent or guardian so certifies by affi- davit, (5) Certificate of age from school physi- cian or physician appointed by school committee	Certificate signed by a physician approved by the board of school di- rectors, stat- ing that he has exam- ined child, and that he is physically qualified for employ- ment speci- fied—See column VIII. Where physician deems it ad- visable, cer- tificate may be issued for a limited time
	B 14 to 16 "Vacation employment certificate" [See second note in column I]	Occupations or estab- lishments same as in A, above <i>Exemptions:</i> Same as in A, above	Evidence of age "shall be of similar char- acter" to that given in A, above	Same as in A, above
PHILIPPINE ISLANDS [No provisions]				
PORTO RICO [Certificates tabu- lated in A, B, and C are alternative] 1913 No 42 s 4 (as amended by 1913 Extraordinary Ses- sion No 139), 6 (as amended by 1913 Extraordinary Ses- sion No 139), 12-14 1913 Extraordinary Session No 139 s 6	A Under 14 [10 to 14] Educational "certificate"	Any lucrative occupa- tion during the hours public schools are open (For defi- nition of "lucrative occupation," see Table 1, A-III) <i>Exemptions:</i> Provision does not apply to: Children 10 to 14 who are employed in picking or gathering coffee or in planting, picking, or tending in the field any agri- cultural or horticul- tural products in company with or under the direct per- sonal supervision of their parents, guar- dians, or relatives over 16 years of age	[See provisions in D, below, which would appear to be appli- cable here]	

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
<p>School record, signed by principal of school attended, or his deputy, certifies that child has completed course of study equivalent to 6th grade of public schools, in the English language, reading, spelling, arithmetic, geography, and United States history</p> <p>Requirement after entering employment: [Compulsory continuation-school attendance under certain conditions—See Table 5, C]</p>		<p>1. A signed statement from prospective employer or his agent. Employment certificate is mailed by issuing officer to employer, who must acknowledge receipt in writing within 3 days after employment of child</p> <p>2. Employer's promise to employ states character of work and number of hours per day and per week</p>	<p>1. Duty State commissioner of labor and industry Attendance officers Police officers</p> <p>2 (a). Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 10 days, or both [For provision in compulsory education law penalizing employer for employing child 8 to 14 during school hours, see 1911 P L 309 s 1421; S P D Supp 1912 p 114 (as amended by 1915 P L 174), 1911 P L 309 s 1422; S P D Supp 1912 p 115 (as amended by 1915 P L 174), and 1911 P L 309 s 1434; S P D Supp 1912 p 113]</p>	A
		<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B
<p>Department of education must certify completion of work necessary for admission to the fourth grade of the public rural schools if child resides in country, or completion of the sixth grade of the public graded schools if he resides in town</p>			<p>1. Duty Porto Rican Bureau of Labor</p> <p>2(a). First offense Minimum—\$25 Maximum—\$100</p> <p>2(a). Subsequent offense Minimum—\$100 Maximum—\$1,000</p>	A

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
PORTO RICO— Continued	B Under 14 [10 to 14] E m p l o y - ment [poverty] "certificate"	Occupations or estab- lishments same as in A, above <i>Exemptions:</i> Same as in A, above	[See provisions in D, below, which would appear to be appli- cable here]	
	C Under 14 [10 to 14] E m p l o y - ment "certifi- cate"	Occupations or estab- lishments same as in A, above <i>Exemptions:</i> Same as in A, above	[See provisions in D, below, which would appear to be appli- cable here]	
	D Under 16 "Certificate of age"	Any occupation <i>Exemptions:</i> Same as in A, above	(1) Birth certificate If above is not ob- tainable, (2) Affidavit of parent or guardian If no one of above is obtainable, (3) Affidavit of 2 re- putable persons who have knowledge of age of child	
RHODE ISLAND [For street trades, see Table 6] [For public exhibi- tions, see Table 7] General Laws 1909 C 72 s 4 G L 1909 C 78 s 1 (as amended by 1915 C 1253), 2, 3 (as amended by 1910 C 576)	A 14 to 16 "Age and employment certificate"	Manufacturing estab- lishment Factory Business establish- ment (Every person, firm, or corporation em- ploying any child under 16 is subject to these provisions, whatever the busi- ness conducted) <i>Exemptions:</i> Provision does not apply to: Household service Agricultural pursuits Rope or wire walking, or employment as gymnast, wrestler, contortionist, eques- trian performer, or acrobat, rider upon bicycle or mechan- ical contrivance, or in any dancing, the- atrical, or musical exhibition [For pro- visions governing these occupations, see Table 7]	(1) Birth certificate (2) Baptismal certifi- cate (3) Passport If it appears to satisfaction of issu- ing officer that no one of above is ob- tainable, (4) Other evidence sat- isfactory to the sec- retary of the State board of education	Certificate, after phys- ical examina- tion, from licensed physician (in the city of Provi- dence, either of 2 phys- icians ap- pointed by the State commission- er of public schools) that child is in sufficiently sound health and phys- ically able to be em- ployed in any occupa- tion in which he may be legally em- ployed Above fitness certified by issuing offi- cer also

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders. IX	
Requirement after entering employment: [Compulsory evening-school attendance under certain conditions—See Table 5, C]	Certificate states that work of child is necessary for his own support or that of invalid parents dependent exclusively on him		1. Same as in A, above 2. Same as in A, above	B
No educational requirements. Certificate is issued only to child living in a community where there are no schools within a reasonable distance wherein accommodation can be furnished For possible requirement of night- school attendance, see provi- sions in B, above		1. [No specific provision] 2. Certificate shall state the fact that the condition of issuance— no schools within a rea- sonable dis- tance, etc.— exists and shall author- ize the em- ployment of the child	1. Same as in A, above 2. Same as in A, above	C
			1. Same as in A, above 2. Same as in A, above	D
Ability to read and write simple English sentences "determined" and certified by issuing officer			1. Duty Factory inspectors 1. Power only Truant officers: May inspect all places and establishments where chil- dren under 15 are employed, and demand lists and cer- tificates of children under 16 2(a). Any offense Minimum—\$10 Maximum—\$50	A

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
SOUTH CAROLINA 1912 Criminal Code C 16 s 422, 424, 426 1912 Civil Code C 19 art 11 s 868	A Under 14 [12 to 14] "Permit"	Factory Textile - manufactur- ing establishment Mine	Sworn statement of parent or guardian recording name, age, place of birth, and residence of child, a duplicate of which is forwarded to issu- ing officer, who shall thereupon issue the "permit"	
1912 Civ C C 19 art 11 s 871, 872	B Under 14 Statement of age	Any occupation	The document re- quired in column II is a signed state- ment of the parent or guardian record- ing the name, age, place of birth, and residence of child	
SOUTH DAKOTA [The requirements tabulated in A and B are alternative] 1913 C 240 s 3-5, 8 [When the provi- sions given in A are read in connec- tion with those tabulated in Table 1, A, which is a pro- vision of the same act, and Table 1, D, it is not clear that they can ap- ply to any child- ren except those employed in mer- cantile establish- ments during va- cation]	A Under 14 [See Table 1, A and D] Employ- ment "certifi- cate"	Mercantile establish- ment Factory Workshop Mine [But see Table 1, B, for provision in earlier law prohib- iting employment in mine under 14] [See note in column I] <i>Exemptions:</i> [Child barred from employment by these provisions may obtain permit under conditions tabulated in B, be- low]	The employment cer- tificate shall state age of child	
	B Under 14 Poverty "permit"	Factory Workshop Mine [But see Table 1, B, for provision in earlier law prohib- iting employment in mine under 14] Mercantile establish- ment during school term		

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
			1. Duty [See provisions in B, below, for enforcement which would be partially applicable here] 1. Power only State commissioner of agriculture, commerce, and industries: May inspect factories and other establishments; May make investigations as to the employment of children; May inspect statements of age—See column IV 2(a). Each offense Minimum—\$10 or imprisonment Maximum—\$50 or imprisonment for 30 days	A
			1. Duty Inspectors appointed by the State commissioner of agriculture, commerce, and industries, and under his supervision and control 2. [No specific provision]	B
The employment certificate shall state that child can read and write simple English sentences, or that he is a regular attendant at some school, or during the past 12 months has attended school as required by law, or has been lawfully excused therefrom [See Table 5, A]			1. ["Every factory, workshop, mine, mercantile establishment or other place in or in connection with which children are engaged at labor of any kind, shall at all times be subject to visitation by the county superintendent of schools"] 2(a). Any offense Minimum—\$10 or imprisonment, or both Maximum—\$100 or imprisonment for 30 days, or both	A
	If it appears upon investigation that labor of child is necessary for his support or that of the family to which he belongs		1. Same as in A, above 2. Same as in A, above	B

CHILD LABOR LEGISLATION.

TABLE 2.—REQUIREMENTS FOR ENTE
[In reading this analysis, the expl

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Phys
I	II	III	IV	V
ESSEE 124 s 1 17 s 5, 6 11 s 2, 3 (as ded by 1915 0), 4, 5 (as ded by 1915), 6, 7, 9 172 s 1 provision re- ng child un- living in any , apartment, enement in h articles are ufactured, al- , repaired, or ned, to obtain mit from the e department orkshop and ry inspection e engaging in such work in place, see 1915 s 9, 11]	A 14 to 16 Sworn state- ment of age	Mill Factory Workshop Laundry Telegraph office Telephone office <i>Exemptions:</i> Fruit and vegetable canning factories	The document re- quired in column II is the sworn statement of parent or guardian setting forth place and date of birth of child	
9 s 1, 7	B 14 to 16 [See note in col- umn VI] No docu- ment specified	[Any occupation in localities where tru- ant officers are ap- pointed]		
163 s 5, 8 aw tabulated may be super- ed by that n in B, above. note on 5 (n.) for appli- n of act]	C 8 to 16 No docu- ment speci- fied	Any occupation dur- ing period of year when schools are in session		
S are no specific isions, but see e 1, A, for pro- ion of em- ment in any pation during ol hours un- child is law- excused from ol attendance, Table 5 for itions under h such ex- may be ob- ed]	A			

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
[See provisions in B, below]			<p>1. Duty Chief State inspector of "workshops and factories": Shall enforce all laws relating to "workshops and factories" (Term includes manufacturing, mechanical, and mercantile establishments, telegraph and telephone offices, or any kind of an establishment wherein labor is employed or machinery used); Has full power to enforce all labor laws except those relating to mining</p> <p>2(a). Any offense Minimum—\$25 Maximum—\$250</p>	A
[Truant officers must enforce compulsory school-attendance law and have power to inspect office, factory, or business house employing children under 16 and to require certificate of school attendance from child subject to law. This would practically require for children 14 to 16 ability to read and write in case of employment during school hours and a certificate showing child had attended school in case of employment outside school hours—See Table 5]			[See column VI]	B
[Child shall first have attended school during current term as required by law or shall have been excused therefrom (See Table 5 for attendance required and exemptions under compulsory school-attendance law now in force)]			<p>1. Duty Local school boards</p> <p>2(a). Each offense Fine of \$10</p>	C
				A

CHILD LABOR LEGISLATION.

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the exp

State References I	Age Kind of permit II	Occupations or estab- lishments <i>Exemptions</i> III	Requirements	
			Evidence of age IV	Phy. V
street trades, Table 6] public exhibi- see Table 7] ates tabu- in B and C ternative] 113 s 4 (as ded by 1913 44 s 2-5, 13, 14	A [Over 14— See col- umn III] “Employ- ment certifi- cate”	[The law does not specifically state for what occupations or between what ages the employment cer- tificate, the requi- sites for which are prescribed, is re- quired, but it may be inferred that it is required for em- ployment of any child over 14 in any occupation]	[See column IX]	
ed Laws 1907 , 1964 her less im- nt reasons for a similar cer- e may be ob- d, see Table	B 8 to 16 “C e r t i f i- cate” [For school non- attendance]	[The provisions for this certificate make no specific mention of employment, but since child can not leave school under 16 without obtain- ing such certificate, it appears to be a prerequisite for all employment during school hours though it might not permit employment]		
	C 8 to 16 “C e r t i f i- cate” [For school non- attendance]	Same as in B, above		

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
Ability to read and write simple English sentences. Examination by issuing officer School record, signed by principal or chief executive officer of school attended, certifies: (1) 100 days' school attendance during year previous to arriving at age of 14 or to applying for said record; (2) Above-mentioned ability to read and write simple English sentences			1. Duty State commissioner of immigration, labor, and statistics: Must "investigate and report to the proper authorities all violations of law regarding the conditions surrounding the employment of children, minors and women, and the laws established for the protection of all employees in factories, mines, mills, and other institutions where labor is employed" "Any authorized inspector [State commissioner of immigration, labor, and statistics]" or truant officer: Shall demand proof of age from "any employer" of child apparently under 14, and forbid employment if such proof be not produced 2(a). Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
Evidence satisfactory to issuing officer that "child has already acquired the branches of learning taught in the district schools"			1. Duty President of local board of education: In cities Chairman of district school trustees: In districts 2. [No specific provision]	B
	Evidence satisfactory to issuing officer that services of child are necessary to support of mother or invalid father		1. Same as in B, above 2. [No specific provision]	C

CHILD LABOR LEGISLATION.

TABLE 2.—REQUIREMENTS FOR ENTER

[In reading this analysis, the expla

ate ferences I	Age Kind of permit II	Occupations or estab- lishments <i>Exemptions</i> III	Requirements	
			Evidence of age IV	Physic V
ONT Statutes 1906 s 1044 (as led by 1912 s 10), 1045 mended by No 75 s 11), as amended 0 No 70 s 8), 69 s 4 (as led by 1912 s 2) 70 s 5, 6 188 s 2 (as led by 1915 s 216), 3 ble 5, B, for provision tting child services are ary for sup- of those de- nt on him to school at 15 has complet- grade]	A Under 16 [From age of graduation from elemen- tary schools to 16] [See note in col- umn I] E m p l o y - ment "certifi- cate"	Work connected with: Manufacturing Railroading Mining Quarrying Employment in: Hotel Bowling alley Delivery of messages [The certificate is necessary for em- ployment at any time, but the re- quirement in col- umn VI does not appear to apply to employment out- side school hours or during vacation]	[When required by town or union super- intendent of schools (issuing officer), par- ent or guardian seek- ing "employment certificate" for child shall furnish "evi- dence of age"] [See also provisions in B, below, which ap- ply to any employ- ment]	
B C 50 s 1048 mended by No 70 s 8) 70 s 4-6 employer may, upon written st of the town grand juror, s attorney or ttorney gen- shall re- ' this cer-	B Any minor "C e r t i f i - cate" of age [May be required before or after entering em- ployment— See note in column I]	[Any occupation]	The certificate, signed by parent or guard- ian, shows date and place of birth	
NIA 04 s 1790c (7) dded by 1914) 301 s 1 (as ded by 1914 39), 3 (as ded by 1914 39), 6 (as ded by 1914) provisions tab- l in A consti- both an ex- on i r o m tabulated in d a permit for oyment] parent's affi- of age which be required	A 12 to 14 "R e l e a s e" granted b y court [See note in col- umn I]	Occupations o r establishments same as in B, below, with following addition: In any city of 5,000 population or over according to 1910 census: Messenger for tele- graph, telephone, or messenger company in the distribution, transmission, or sale of merchandise [But see Table 1, B and D, in regard to minimum age in mines] <i>Exemptions:</i> Same as in B, below		

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
Certificate is "to the effect that" child "is eligible to employment in accordance with the provisions of this chapter," which appear to demand that, if employment is during school hours, he shall have completed the course of study prepared for the elementary schools by the superintendent of education. If he has attended private or parochial school, the issuing officer (town or union superintendent of schools) may examine him to determine whether he fulfills these requirements			<p>1. Duty Town or union superintendent [of schools] State factory inspector: Has powers of inspection and shall enforce whenever he "finds a violation of the law relating to the employment of children, minors and women"</p> <p>1. Power only Truant officers "All informing officers": May make complaint</p> <p>2(a)(b). First offense Minimum—\$5 Maximum—\$200 2(a)(b). Second offense Minimum—\$5 or imprisonment Maximum—\$200 or imprisonment for 6 months</p>	A
			<p>1. Power only [For persons having power to require certificate, see note in column I]</p> <p>2. Same as in A, above</p>	B
	[See column VIII]	<p>1. [No specific provision] 2. Upon petition of parent, guardian, or other person interested in child to circuit or corporation court, the court may "for good cause shown entered of record" release child from operation of this act [1908 C 301 s 1 - 6 (as amended by 1914 C 339)]—See B, below, and Table 1, B</p>	<p>1. Same as in B, below 2. Same as in B, below</p>	A

CHILD LABOR LEGISLATION.

TABLE 2.—REQUIREMENTS FOR ENTE

[In reading this analysis, the expl

ate ferences I	Age Kind of permit II	Occupations or estab- lishments Exemptions III	Requirements	
			Evidence of age IV	Phys V
NIA—Con- employment in nine, appar- in large part eded by the ions t a b u - in A and B, 2 C 178 s 15]	B Under 16 [14 to 16— See A-II, above] “Employ- ment certifi- cate”	Mercantile establish- ment Factory Workshop Mine Laundry Bakery Brickyard Lumberyard Distribution, trans- mission, or sale of merchandise <i>Exemptions:</i> Factory engaged ex- clusively in packing fruits and vege- tables, between July 1 and Nov. 1 Mercantile establish- ment in any town of less than 2,000 or in a country district Employment of child by his parent in fac- tory, workshop, mercantile estab- lishment, laundry, or other place owned or operated by said parent	(1) Birth certificate If above is not ob- tainable, (2) Passport (3) Baptismal certifi- cate If no one of above is obtainable, (4) Other document- ary evidence (in- cluding school cen- sus or school record, duly attested) satis- factory to issuing officer If no one of above is obtainable, and parent or guardian so certifies by affi- davit, (5) Affidavit of age, etc., signed by par- ent or guardian	
INGTON Code title 01, 151, 153 2 t 291 s 151 have been re- by 1909 C 2]	A 12 to 14 “Permit”	Any occupation in the following es- tablishments which is not, in the judg- ment of issuing offi- cer, dangerous or in- jurious to health or morals of child: Factory Mill Workshop Store		
2 t 135 s 27, 2 t 291 s 101	B Boy under 14 Girl under 16 “Permit”	Store Shop Factory Mine [But see Table 1, D, and the pro- visions in E, below] Inside employment <i>Exemptions:</i> Inside employ- ment connected with: Farm work Housework		
2 t 291 s 101, 3 2 t 291 s 151 have been re- by 1909 C 2]	C Boy 14 to 19 “Permit”	In any city of the first class: Public messenger in the employ of any telegraph, tele- phone, or messenger company	[See column VI]	[See c VI]

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be born in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
			<p>1. Duty State commissioner of labor (chief factory inspector): "Shall secure the enforcement of all laws * * * relating to the inspection of factories, mercantile establishments, mills, workshops, and commercial institutions"</p> <p>2(a). Any offense Minimum—\$25 Maximum—\$100 (Above penalty is incurred for employment contrary to law in "factory, workshop, mercantile establishment or laundry")</p>	B
	Evidence satisfactory to issuing officer that child's labor is necessary for its support or for the assistance of parent		<p>1. Duty State commissioner of labor and his assistants</p> <p>2(a). Each offense Minimum—\$10 or imprisonment, or both Maximum—\$500 or imprisonment for 6 months, or both</p>	A
			<p>1. Same as in A, above</p> <p>2(a). Any offense Maximum—\$250 or imprisonment for 90 days</p>	B
Permit is "subject to such limitations and conditions as may be imposed" by issuing officer	[See column VI]	[See column VI]	<p>1. Same as in A, above 2. Same as in A, above</p>	C

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
WASHINGTON— Continued P C 1912 t 291 s 101 P C 1912 t 413 s 839, 841, 843, 845	D Under 15 School e x - emption "cer- tificate"	Any occupation dur- ing school hours	Certificate shall state age of child	
P C 1912 t 291 s 101 P C 1912 t 345 s 143, 163	E Boy 14 or over (if employer is in doubt as to age) "Certifi- cate" of age	Inside employment in [coal] mine	Document required in column II consists of "proof of age by certificate" f r o m parent or guardian	
	F Boy 16 or over (if employer is in doubt as to age) "Certifi- cate" of age	Employment in o u t - side structures or workings of colliery <i>Exemptions:</i> Provision does not apply to: Employment of "boys of suitable age" in office or in clerical work	Same as in E, above	
WEST VIRGINIA Hogg's Code 1913 C 15H s 530-533 [No requirements are specified for the permit tabu- lated in B, but it appears that the certificate tabu- lated in A would also be required]	A Under 16 "Employ- ment certifi- cate"	Factory Mill Workshop Manufacturing estab- lishment Any business or serv- ice during school hours	(1) Passport (2) School census reo- rd If no one of above is obtainable, (3) Affidavit of parent or guardian	Certificate shall not be granted un- til child has appeared before issu- ing officer and said of- ficer "has satisfied himself" that child has attained normal de- velopment and is in sound health and physi- cally able to perform in- t e n d e d work
	B Under 14 "Written permission"	Any business or serv- ice during school hours	[See note in column I]	[See note in column I]

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
Certificate shall state that child has been excused from school attendance [For conditions under which he may be excused, see Table 5, A]			1. Duty State commissioner of labor and his assistants Attendance officers: Have duty of enforcement; May inspect stores, mills, shops, and other places where children may be employed 2(a). Any offense Maximum—\$25	D
			1. Same as in A, above 2(a). Any offense Minimum—\$200 Maximum—\$500	E
			1. Same as in A, above 2. Same as in E, above	F
Ability to read and write simple English sentences. Issuing officer must satisfy himself that child has such ability School record signed by principal or chief executive officer of school certifies: (1) Above-mentioned ability to read and write simple English sentences; (2) Instruction equivalent to that given in first 4 grades of common schools		1. [No specific provision] 2. Work which child intends to do shall be stated on employment certificate	1. Duty Prosecuting attorney Truant officers, inspectors of factories, and authorized agents of the humane society: Shall expose all violations to prosecuting attorney 2(a). Each offense Minimum—\$10 Maximum—\$50	A
[See note in column I]		[See note in column I]	1. Same as in A, above 2. Same as in A, above	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or establishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
WEST VIRGINIA Continued H C 1913 C 15H s 470 (as amended by 1915 C 10 s 11, 14), 495 (as amended by 1915 C 10 s 86) 1915 C 10 s 33 [See H C 1913 C 15H s 485 (as amended by 1915 C 10 s 32) for affidavit of parent or guardian re- quired for employ- ment of boy 14 or over at any time in coal mine in which 5 or more persons are em- ployed]	C Boy 16 or over [See note in col- umn I] "Affidavit" of age	The following at any time when a free school is in ses- sion in district where boy resides: Coal mine in which 5 or more persons are employed in a 24- hour period [See note in column I]	Affidavit of parent or guardian	
WISCONSIN [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Statutes C 27 s 439ca St C 83 s 1728a.1, 1728a.2, 1728a-3.2, 1728a-4.1, 1728a-4.2, 1728c-1.1, 1728d.1, 1728e.1, 1728e.4, 1728g St C 110a s 2394-52, 2394-70 [Section 1728b.2 re- quires an employ- ment "permit" for employment of child under 16 in list of occupa- tions identical with those given in A-III, except that "any gainful occupation or em- ployment" and "delivery of mer- chandise" are omitted and "of- fice" is added]	A 14 to 16 Employ- ment "per- mit"	Mercantile establish- ment Factory Workshop Store Hotel Restaurant Bakery Laundry Telegraph service Telephone service Public messenger serv- ice Delivery of merchan- dise Any gainful occupa- tion or employment <i>Exemptions:</i> Agricultural pursuits	(1) Birth certificate (2) Certificate from person in charge of public or equivalent school having 8 grades, showing that child is a graduate and is recorded as over 14 (3) Passport (4) Baptismal certifi- cate If no one of above proofs exists or is obtainable, (5) Such proof as may be satisfactory to issuing officer	Issuing officer may refuse permit to child who seems phys- ically un- able to per- form work at which he may be em- ployed
	B 12 to 14 Vacation "permit"	The following oc- cupations, in town, district, or city where child resides, during school vaca- tion: Store Office Mercantile establish- ment Warehouse Telegraph service Telephone service Public messenger serv- ice	Same as in A, above	Same as in A, above

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational	Poverty	1. Promise of employment 2. Other	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders	
VI	VII	VIII	IX	
			1. Duty District mine inspectors, under direction of chief of department of mines 2(a). Any offense Minimum—\$25 or imprisonment Maximum—\$100 or imprisonment for 30 days	C
School certificate, signed by local superintendent of schools, principal of school last attended, or, if both are absent, clerk of school board, must state: (1) Number of years child has attended school; (2) That child has complied with compulsory school-attendance requirements (for which see Table 5, A) during 12 months preceding date of certificate or fourteenth birthday; (3) That he has been instructed during said year in spelling, reading, writing, English grammar, and geography; (4) That he is able to read and write simple English sentences and is familiar with arithmetic through fractions In lieu of above-mentioned educational attainments, certificate may state that child has passed successfully fifth grade, or has attended school 7 years Requirement after entering employment: [Compulsory continuation-school attendance under certain conditions—See Table 5, D]		1. Written statement of intention to employ from prospective employer or his agent	1. Duty State industrial commission Truant officers: Must inspect establishments and report cases of illegal employment to school authorities and to State industrial commission; May demand certificates; May make complaint 1. Power only Police officers and citizens: May make complaint 2(a)(b). Each offense Minimum—Forfeiture of \$10 to State Maximum—Forfeiture of \$100 to State [A civil suit may be brought for violation]	A
		1. Same as in A, above	1. Same as in A, above 2. Same as in A, above	B

TABLE 2.—REQUIREMENTS FOR ENTERING

[In reading this analysis, the explanatory

State References	Age Kind of permit	Occupations or estab- lishments <i>Exemptions</i>	Requirements	
			Evidence of age	Physical
I	II	III	IV	V
WISCONSIN— Continued St C 27 s 439ca St C 83 s 1728a-11, 1728a-13, 1728a-14, 1728a-16, 1728b.2, 1728d.1 St C 110a s 2394-52 [There are as yet— Jan. 1, 1915—no such schools as are speci- fied in C-III. For other requirements for attendance at continuation school, see A-VI]	C Minor over 14 (if illit- erate) “Written permit”	Any industry in city, town, or village where a “public evening school or continuation school, for the industry in which minor is to work, is main- tained” [See note in column I]		
	D Minor over 14 (if illit- erate) “Written permit”	Same as in C, above		
WYOMING [No provisions]				

EMPLOYMENT [SEE TABLE 3]—Continued

notes on pp. 467-475 should be borne in mind]

Requirements—Continued			Enforcement	
Educational VI	Poverty VII	1. Promise of employment 2. Other VIII	1. Enforcing authorities— Duty; Power only 2. Penalties—(a) Employment without certificate or permit, etc.; (b) Continuing employment contrary to inspector's orders IX	
Permit must certify that child can read and write simple English sentences			1. Duty State industrial commission: Has duty of enforcing "all the provisions of the statutes regulating or relative to child labor" [Truant officers may have the duty and certainly have the power of enforcement] 2(a). Each offense Minimum—\$10 Maximum—\$100 (Above penalty may be re- covered from corporation in action for debt or assumpsit)	C
Permit states that child is a regu- lar attendant at evening or con- tinuation school [See column III] Requirement after entering employment: [Compulsory continuation or eve- ning school attendance, unless exempted—See Table 5, C]			1. Same as in C, above 2. Same as in C, above	D

CHILD LABOR LEGISLATION.

TABLE 8.—WORKING P.

[In reading this analysis, the ex]

References	Age Kind of permit	Time limit	Authority prescribing form	Authority issuing
I	II	III	IV	V
A trades, see 7, 9, 11, 12, in column I 2] ent tabu- Table 2, B, no docu-	A Under 16 [For minimum age, see Table 1, B] "Employ- ment certifi- cate"		State factory in- spector	City or town s tendent of sch county super ent of educat deputy of eith
	B			.
ions]				
A trades, see tatutes 1913 le title 14 C 3116-3119,	A 14 to 16 "Employ- ment certifi- cate"			Town, city, or superintend schools or his or deputy of board Exception No authorized shall issue ce for child the about to em employment person or of a corporation of he is a member or employee
	B Boy 10 to 14 "License" to work outside school hours			Board of trus school district
vQt11C14	C 14 to 16 Graduate "permit"			Local board of trustees
	D 14 to 16 Nongradu- ate "permit"			Same as in C, ab
AS 7-11, 13 law requir- ificates for ent in fac- stablish- perhaps par- r entirely ed by these visions, see 56 s 1, 5-8 A 322 s 12]	A Under 16 "Employ- ment certifi- cate"		[State superintend- ent of public in- struction must "provide suitable blanks * * * on which may be recorded conclu- sive evidence as to the age and educa- tional standing of every child apply- ing for an employ- ment certificate." But this provision would not seem to refer to the em- ployment certifi- cate itself]	Local superinter principal of the schools, or his State commissi labor and stati his deputy Exception No person shal certificate to then in or al enter the empl of said person firm or corpor which he is a n officer, or empl (Certificate is su revocation by commissioner and statistics sued in viola this act")

REQUIRED [SEE TABLE 2]

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
"Officials charged with the enforcement of this act" [State factory inspectors]	With employer	1. To child; if not claimed by him within 10 days, to issuing officer 2. [For penalty for violation of any provision of this act, see Table 2, A-IX]		A
				B
School-attendance officers Inspectors of factories [there is no law providing for factory inspection], mercantile establishments, or mines, or other authorized inspector	With employer	1. To issuing officer immediately 2. Any offense Minimum—\$5 Maximum—\$50	1. Return of certificate 2. [See column VIII]	A
				B
Attendance officers Peace officers School trustee, teacher, principal, or superintendent of district	Same as in A, above			C
Same as in C, above	Same as in A, above			D
"The proper official" [For persons authorized to enforce, see Table 2, A-IX]	With employer			A

CHILD LABOR LEGISLATION.

TABLE 8.—WORKING I
[In reading this analysis, the c:

References	Age Kind of permit	Time limit	Authority prescribing form	Authority
I	II	III	IV	V
ENIA Public exhibit—see Table 7] mits tabulated A and B are tive, and the given in C substituted er during va- General 009 A 1611 (as d by 1915 C -3, 9-12 ver 14 may a permit to outside school upon compli- with require- for the issu- an age and ng certificate. visions in D	A 14 to 15 Temporary poverty "per- mit to work"	6 months	Commissioner of State bureau of labor statistics	Superintendent or county sci (Permit is subj ocation by sioner of Sta of labor stati issuing offic shall be for conditions fo suance do no
	B 14 to 15 Graduate "permit to work"		Same as in A, above	Same as in A,
	C 12 to 15 Vacation "permit to work"	End of vaca- tion period (if issued for regular vacation)		Principal or vi pal of school, or secretary school tru board
	D Over 15 (if graduate) [See note in col- umn I] "Age and schooling cer- tificate"		Commissioner of State bureau of labor statistics; certificate to be substantially in form prescribed by law	Superintendent or county s his deputy, (o of local schoo or superinte principal of a of recognized (Permit is sub vocation as in A, above)
	E 15 to 16 (if nongradu- ate) [See note in col- umn I] "Age and schooling cer- tificate"		Same as in D, above	Same as in D,
ADO Public exhibit—see Table 7] ificates tabu- A and B are tive, and the tabulated in y apparently stituted for n A to D, in- during vaca- notated Stat- vised edition 660, 662, 663, , 673	A 14 to 16 (if literate) "Age and school certifi- cate"		Form "as indicated" in law	Local superint schools or hi or deputy board Superintendent cipal of a school Exceptk No authorize shall issue ce child then in to enter estal of said pers employment or corporatio he is a memb or employee
	B 14 to 16 (if illiterate) "Age and school certifi- cate"		Same as in A, above	Same as in A,
	C			
ment tabu- n Table 2, C, s no docu-				

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
Attendance officers Probation officers Officers of State bureau of labor statistics	With employer	1. To child 2. [For penalty applying to violation of any of the provisions of this act, see Table 2, A-IX]		A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		C
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Issuing officer must be notified within 1 week 2. [For penalty applying to violation of any of the provisions of this act, see Table 2, A-IX]	D
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Same as in D, above 2. Same as in D, above	E
Deputy State labor commissioner [factory inspector], his assistants or deputies	With employer	1. To child; if not claimed by him within 30 days, to local superintendent of schools or school board 2. First offense Minimum—\$5 Maximum—\$100 2. Second offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 90 days, or both		A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B
				C

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
COLORADO—Con- tinued M A S r e 1912 s 657, 671	D Under 14 "Permit"			City or county superintendent of schools or deputy of either, in his discretion, his refusal to grant being subject to final decision of county or juvenile court, upon appeal (Permit is subject to revocation by county juvenile court upon complaint of any person showing violation of conditions, etc.)
	E 12 to 16 Vacation "permit"	During that part of June, July, and August when public schools are not in session		Same as in D, above
CONNECTICUT 1911 C 119 s 1-3, 5	A 14 to 16 Employment "certificate"		State board of education	Secretary or agent of State board of education or other school official designated by said board
1913 C 211 s 1	B 14 to 16 "Vacation certificate"	During summer vacation		Secretary or agent of State board of education
General Statutes revision 1902 s 2147 [The provisions tabulated in C, so far as they relate to occupations for which "employment certificates" are required, are apparently superseded by those tabulated in A, above]	C 14 to 16 (if illiterate) "Certificate" of evening-school attendance			Teacher of evening school attended

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termina- tion of employ- ment 2. Penalty for em- ployer, etc., for fail- ure to return VIII	1. Notification of ter- mination of employ- ment 2. Penalty for employer, etc., for failure to notify IX	
Humane society Probation officers Factory inspectors				D
Same as in D, above				E
Secretary or agent of State board of education	With employer	[See column IX]	1. State board of education must be notified "promptly" 2. Any offense Maximum—\$10	A
				B
				C

TABLE 3.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
DELAWARE [For street trades, see Table 6] [For public exhibitions, see Table 7] Revised Statutes 1915 C 71 s 2325 R S 1914 C 90 s 3149-3151, 3156 (as amended by 1915 C 221), 3179, 3182 [The permit tabulated in C may be issued to any child "under the age as specified" in R S 1914 C 90 s 3144-3192. The occupations and establishments for employment in which a minimum age is fixed by those sections are given in Table 1, A to G, inclusive, and those for employment in which a certificate is required under a certain age are given in Table 2, A and B]	A Under 16 [12 to 16] "Employment certificate"		State labor commission	Superintendent of schools of Wilmington or his deputy County superintendent of schools or his deputy Exception: No person shall issue certificate to child then in or about to enter employment of said person or of a firm or corporation of which he is a member, officer, or employee
	B Under 16 [14 to 16] "Employment certificate"		Same as in A, above	Same as in A, above
	C [Age not specified— See note in column I] "Permit"	1 year		Judge of juvenile court of Wilmington or resident judge of county, and agent of society for prevention of cruelty to children, in their discretion, on presentation of case by State child labor inspector
DISTRICT OF COLUMBIA [For street trades, see Table 6] [For public exhibitions, see Table 7] [The certificates tabulated in A and B are alternative] Code 1911 p 441 s 2, 3; p 442 s 5, 6; p 443 s 7 C 1911 p 441 s 1	A Under 16 [14 to 16] "Age and schooling certificate"		Form prescribed by law	Superintendent of schools of the District of Columbia or his deputy
	B Under 16 [14 to 16] [Poverty] "age certificate"		Same as in A, above	Superintendent of schools of the District of Columbia or his deputy, subject to the approval of the judge of the juvenile court
	C 12 to 14 Temporary poverty "permit"	"A definite time"		Judge of juvenile court of the District of Columbia (Permit is subject to revocation at the discretion of issuing judge or his successor in office)
FLORIDA Compiled Laws 1914 s 2642d, 2642e, 2642l, 3728a	A Under 16 [For minimum age, see Table 2, A-IV, and also Table 1, B] "Employment certificate"			County superintendent of schools or his deputy, or deputy of school board Exception: No authorized person shall issue certificate to child then in or about to enter employment of said person or of a firm or corporation of which he is a member, officer, or employee

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
State child labor inspector	With employer	1. To issuing officer within 24 hours if said return is demanded by child; otherwise within 15 days 2. Any offense Minimum—\$5 Maximum—\$50	1. Return of certificate 2. [See column VIII]	A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Same as in A, above 2. Same as in A, above	B
				C
Child labor inspectors [2 detailed privates of police force] Truant officers	With employer	1. To child; if not claimed by him within 30 days, to superintendent of schools of the District of Columbia 2. Any offense Maximum—\$20		A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B
				C
Judicial and police officers of town or city State labor inspector or city or county officers ("in factories, workshops, mines, and mercantile establishments")	With employer	1. To child or to parent or guardian 2. Any offense Fine of \$10		A

TABLE 3.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
GEORGIA [For public exhibitions, see Table 7] [The certificates tabulated in A and B are alternative 14 to 14½] Code 1914 Civil s 3149(b), 3149(c), 3149(f)	A 14 to 14½ Employment "certificate"		State commissioner of [commerce and] labor	City or county superintendent of schools (Certificate is subject to revocation by State commissioner of [commerce and] labor, to whom duplicates of certificates issued are furnished within 4 days, if in his judgment it was improperly issued. He may investigate true age of child, hear evidence, and require production of relevant books or documents)
C 1914 Civ s 3149(e)	B 12 to 14½ Temporary poverty "certificate"	6 months		Commission composed of county school superintendent and the ordinary of county in which child is to work and head of the school in district where he lives
HAWAII [No provisions]				
IDAHO 1911 C 159 s 168, 170	A 14 to 16 "Age record"			
[Requirement tabulated in Table 2, B specifies no document]	B			
ILLINOIS [For public exhibitions, see Table 7] Hurd's Revised Statutes 1913 C 48 s 20a, 20c, 20d, 20f, 20h, 20l, 20m [For law covering certain establishments, largely superseded by the provisions tabulated in A and B, in which affidavit of age by parent, etc., is required as a condition of employment, see H R S 1913 C 48 s 34, 39, 40]	A 14 to 16 (if literate) "Age and school certificate"		Form "as indicated" in law	Local superintendent of schools or his deputy, or deputy of school board Superintendent or principal of parochial school Exception: No authorized person shall issue certificate to child then in or about to enter establishment of said person, or the employment of a firm or corporation of which he is a member, officer, or employee
	B 14 to 16 (if illiterate) "Age and school certificate"			Same as in A, above

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
State commissioner of [commerce and] labor and his authorized assistants	With employer			A
	Same as in A, above			B
["A failure to produce to a truant officer, policeman, probation officer, or school authority the age record * * * shall be prima facie evidence of the illegal employment of any person whose age record is not produced"]	With employer			A
				B
State factory inspector, his assistants, or deputies	With employer	1. To child; if not claimed by him within 30 days, to local superintendent of schools or school board 2. Each offense Minimum—\$5 Maximum—\$100		A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
ILLINOIS—Continued [Requirement tabulated in Table 2, C, specifies no document]	C			
H R S 1913 C 48 s 24	D Any minor “Certificate of physical fitness” [May be required after entering employment]			Regular physician of good standing
H R S 1913 C 93 s 28	E Boy over 16 [16 to 21] Evidence of age			[There is no document required separate from the evidence of age specified in Table 2, A-IV]
INDIANA Burns’ Annotated Statutes 1914 s 6676, 6677 [Child physically or mentally unfit to attend school according to certificate from reputable licensed practicing physician is apparently exempted—B A S 1914 s 6675]	A 14 to 16 [See note in column I] “Employment certificate”			Executive officer of local school corporation or his deputy
B A S 1914 s 6677, 8022, 8038, 8042, 8044, 8045 [The provisions tabulated in B are apparently superseded by those of the later law tabulated in A, above, in so far as they are covered by those provisions]	B 14 to 18 “Affidavit” of age			
[Requirement tabulated in Table 2, C, specifies no document]	C			
B A S 1914 s 8022, 8038, 8042, 8044, 8045	D 14 to 18 “Certificate of physical fitness” [May be required after entering employment]			Any regular physician

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
				C
[Certificate may be required by State factory inspector, his assistants, or deputies]				D
	[Evidence of age is submitted to employer]			E
Inspectors of the State industrial board Attendance officers	With employer	1. Notification tabulated in column IX shall be "on blanks to be attached to certificate by school corporation and it shall be unlawful for employer to re-employ child without like new certificate." This provision apparently necessitates return of certificate to local school corporation 2. [No specific provision]	1. Local school corporation must be notified immediately 2. Any offense Minimum—\$10 Maximum—\$50	A
Same as in A, above	Same as in A, above			B
				C
[Certificate may be required by the State industrial board]				D

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References	Age Kind of permit	Time limit	Authority prescribing form	Authority issuing
I	II	III	IV	V
IOWA [For street trades, see Table 6] [For public exhibitions, see Table 7] Code 1897 Supplemental Supplement 1915 s 2477-d	A 14 to 16 "Work permit"		State superintendent of public instruction	Local superintendent of schools or his deputy or deputy of local school board
KANSAS [For public exhibitions, see Table 7] General Statutes 1909 s 5096, 5097 1913 C 217 s 3	A Under 16 [For minimum age, see Table 2, A-II] (1) "Certificate of age" (2) Affidavit of age		Substantially in form prescribed by law	(1) Certificate of age—School superintendent, principal or teacher of the school, or other person authorized by school board to have charge of school census records (2) [Document required is affidavit of parent or guardian]
G S 1909 s 4996	B 12 to 16 [See note in Table 2, B-II] School certificate			School-teacher
G S 1909 s 7737	C 8 to 15 "Permit"			Board of school directors of country district or board of education of city of the first or second class
[Requirement tabulated in Table 2, D, specifies no document]	D			
[Requirement tabulated in Table 2, E, specifies no document]	E			
KENTUCKY [For street trades, see Table 6] [For public exhibitions, see Table 7] Statutes 1915 s 331a.2, 331a.3, 331a.6, 331a.16	A 14 to 16 "Employment certificate"		State superintendent of public instruction	Local or county superintendent of schools or his deputy

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termina- tion of employ- ment 2. Penalty for em- ployer, etc., for fail- ure to return VIII	1. Notification of ter- mination of employ- ment 2. Penalty for employer, etc., for failure to notify IX	
Commissioner of State bu- reau of labor statistics	With employer	1. To issuing officer within 2 days 2. [For penalty apply- ing to violation of any of the provi- sions of this act, see Table 2, A-IX]	1. Return of certificate 2. [See column VIII]	A
State commissioner of labor and industry and his deputies	With employer			A
	Same as in A, above			B
				C
				D
				E
Truant officers State labor inspectors	With employer	1. To issuing of- ficer within 2 days 2. Any offense Fine of \$10	1. Return of certificate 2. [See column VIII]	A

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References	Age Kind of permit	Time limit	Authority prescribing form	Authority issuing
I	II	III	IV	V
LOUISIANA [For public exhibitions, see Table 7] [For excuse from school attendance (in cities of over 25,000 except Parish of Orleans) of child 8 to 14 who is sole dependence of infirm persons or mother or sisters in necessitous circumstances, and implied permission to work, on certificate from local superintendent of schools, see later law, 1914 A 91] Wolff's Revised Laws Supplement 1904-1908 v 3 p 414; 1908 A 301 s 1 (as amended by 1914 A 133 s 2), 2, 6, 8	A Over 14 [14 to 16] "Age certificate"		Form prescribed by law	State factory inspector New Orleans factory inspector Exception: No authorized person shall issue certificate to child then in or about to enter establishment of said person, or the employment of a firm or corporation of which he is a member, officer, or employee
	B "Any child" [14 to 16] "Certificate" of physical fitness [May be required after entering employment]			City or parish physician
MAINE Revised Statutes 1903 C 15 s 51 (as amended by 1913 C 79) 1915 C 377 s 2, 5 The provisions in A-VI, A-VII, A-VIII, and A-IX may be applicable to the permit tabulated in B, but the law is not clear as to this point	A 14 to 16 "Work permit"		Commissioner of labor [and industry]; form to be approved by attorney general	City or town superintendent of schools or his deputy Exception: No person shall issue certificate to child then in or about to enter employment of said person or of a firm or corporation of which he is a member, stockholder, officer, or employee (The local superintendent of schools shall cancel permit, if it was improperly issued, when so directed by the State commissioner of labor [and industry] to whom papers required for the issuance of the permit are sent monthly)
	B 14 to 16 "Vacation permit"	First Monday of September	Same as in A, above	Local superintendent of schools or his deputy

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
State or other factory inspector	With employer	1. To child; if not claimed by him within 30 days, to State factory inspector for cancellation 2. Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 6 months, or both (Above penalty is incurred for "any violation of this act")		A
[Certificate may be required by factory inspector]				B
Truant officer, factory inspector, or other officer charged with the enforcement of this act	With employer	1. To child 2. [For penalty applying to violation of any of the provisions of this act, see Table 2, A-IX]	1. State commissioner of labor [and industry] must be notified immediately 2. [For penalty applying to violation of any of the provisions of this act, see Table 2, A-IX]	A
[See note in column I]	[See note in column I]	[See note in column I]	[See note in column I]	B

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
MARYLAND [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Annotated Code 1911 v 3 (1914) art 27 s 344; art 77 s 166; art 100 s 4, 5, 9-12, 16, 18-20, 39 [The certificate tabu- lated in A permits employment during entire year; those in B and C only during such time as child is not required to at- tend school—See Table 5]	A 14 to 16 "General employment certificate"		State bureau of sta- tistics and infor- mation	In Baltimore city, chief of State bureau of sta- tistics and informa- tion; in counties, above chief or county superintendent of schools or deputy Exception: No person shall issue certificate to child then in or about to enter employment of said person or of a firm or corporation of which he is a member, officer, or employee
	B 12 to 14 "Vacation employment certificate"		Same as in A, above	Same as in A, above
	C 14 to 16 "Vacation employment certificate"		Same as in A, above	Same as in A, above
MASSACHUSETTS [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Revised Laws 1902 C 44 s 1 (as amended by 1913 C 779 s 1 and by 1915 C 81 s 1) 1909 C 514 s 57 (as amended by 1913 C 779 s 15), 58 (as amended by 1913 C 779 s 16), 60 (as amended by 1913 C 779 s 18), 64 (as amended by 1913 C 779 s 22), 66 (as amended by 1913 C 779 s 23)	A 14 to 16 "E m p l o y - ment certifi- cate"		State board of labor and industries af- ter conference with State board of edu- cation and ap- proval of attorney general	City or town superin- tendent of schools or his deputy, or deputy of school committee Exception: No authorized person shall issue certificate to child then in or about to enter employ- ment of said person or of firm or corporation of which he is a mem- ber, officer, or em- ployee
	B 14 to 16 Home per- mit [See Table 5]			City or town superin- tendent of schools
	C 16 to 21 (if literate) "E d u c a - tional certifi- cate"		Same as in A, above	Same as in A, above
	D 16 to 21 (if il- literate) "E d u c a - tional certifi- cate"		Same as in A, above	Same as in A, above

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 457-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
Attendance officers Factory inspectors Other authorized inspectors or officers charged with enforcement	With employer	1. To issuing officer by registered mail within 24 hours if return is demanded by child; if not, within 15 days. Issuing officer must notify chief of State bureau of statistics and information of return 2. Any offense Maximum—\$50	[See column VIII]	A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	Same as in A, above	B
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	Same as in A, above	C
State board of labor and industries or its agents or inspectors Agents of State board of education Attendance officers	With employer	1. To issuing officer within 2 days 2. Any offense Minimum—\$10 Maximum—\$100	1. Return of certificate 2. [See column VIII]	A
				B
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Same as in A, above 2. Same as in A, above	C
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Same as in A, above 2. Same as in A, above	D

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References	Age Kind of permit	Time limit	Authority prescribing form	Authority issuing
I	II	III	IV	V
MICHIGAN Howell's Annotated Statutes 1913 s 4018 (as amended by 1915 No. 255), 4026, 4062 [For excuse from school attendance which is apparently a prerequisite for employment under 16 during school hours in any occupation, unless child has completed eighth grade, see Table 5, B-II, subdivision (2)]	A Under 16 [15 to 16] Employment [poverty] "permit"			District superintendent of schools or county commissioner of schools or deputy of either
	B Under 16 [15 to 16] "Limited vacation permit"	First Monday in September		Same as in A, above
MINNESOTA [For public exhibitions, see Table 7] General Statutes 1913 s 3840-3842, 3846	A 14 to 16 "Employment certificate"			Local superintendent of schools, or chairman of school board or board of education, or deputy of said chairman Exception: No person shall issue certificate to child then in or about to enter employment of said person or of a firm or corporation of which he is a member, officer, or employee
G S 1913 s 3850	B "Any child" "Certificate" of physical fitness [May be required after entering employment]			Reputable practicing physician designated by school board
MISSISSIPPI [Lists of occupations to which provisions in A and B apply are not identical] 1908 C 99 (as amended by 1912 C 165) s 1, 3	A Boy 12 to 16 Girl 14 to 16 "Affidavit" of age and school attendance			[Document required is affidavit of parent or guardian]
1914 C 164 s 1, 3	B Boy 12 to 16 Girl 14 to 16 "Affidavit" of age and school attendance			Same as in A, above

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
State factory inspectors	With employer	1. To issuing officer "immediately" 2. Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 90 days, or both (Above penalty is incurred for violation of any provision of this act)	1. Return of certificate [Monthly report must be made to issuing officer by child or parent, etc., stating that child is employed and giving name of employer] 2. [See column VIII.]	A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B
Truant officers Commissioner of labor, assistant commissioner of labor, factory inspectors, and assistants [Papers required for issuance of certificate (see Table 2, A) are subject to the inspection of the "public"]	With employer	1. To issuing officer 2. Any offense Fine of \$10	1. Return of certificate 2. [See column VIII]	A
[Officials of labor department or truant officers may require certificate]				B
	With employer			A
	Same as in A, above			B

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
MISSOURI Revised Statutes 1909 v 1 s 1718-1719 (as amended by 1911 p 132), 1723-1724 (as amended by 1911 p 132), 1726d (as added by 1911 p 132)	A 14 to 16 "Employ- ment certifi- cate"		Form prescribed by law	Superintendent of in- struction of local board of education or person authorized either by him or by district board of directors (Certificate is subject to review by factory in- spector, and to cancel- lation if he finds it has been obtained through fraud, misrepresenta- tion, or falsification of facts)
	B 14 to 16 "Certifi- cate of phys- ical fitness" [May be required after entering employment]			Regularly licensed phy- sician
MONTANA 1913 C 76 s 1101	A Under 14 [Age of comple- tion of public school studies to 14] "Age and schooling cer- tificate"		Superintendent of public instruction	City or district superin- tendent of schools or his deputy, or clerk of board of trustees
	B 14 to 16 "Age and schooling cer- tificate"		Same as in A, above	Same as in A, above
Revised Codes 1907 s 1748, 1749	C Over 16 "Age cer- tificate"			State commissioner of labor and industry
NEBRASKA [For public exhibi- tions, see Table 7] [The certificates tabu- lated in A and B are also called "Age and schooling certifi- cates"] Revised Statutes 1913 s 3576, 3577, 3583, 3585	A 14 to 16 (if graduate) "Em ploy- ment certifi- cate"		Form prescribed by law	Local superintendent of schools or person au- thorized either by him or by the school dis- trict officers Exception: No authorized person shall issue certificate to child then in or about to enter em- ployment of said per- son or of a firm or cor- poration of which he is a member, officer, or employee or in whose business he is inter- ested

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
Factory inspector, his assistants, or deputies Attendance officers Any other authorized officer	With employer	1. To child; if not claimed by him within 30 days, to issuing officer 2. Any offense Maximum — \$100 or imprisonment for 1 year, or both (Each day's violation a separate offense)		A
[Factory inspector or his assistant or deputy may demand certificate]				B
Truant officers	With employer			A
Same as in A, above	Same as in A, above			B
	With State commissioner of labor and industry, to whom certificate must be sent by employer at beginning of employment	[See column VII]		C
Truant officers State commissioner of labor and his deputies Members of State board of inspection	With employer	1. To city or county superintendent of schools immediately, to be turned over to child upon demand 2. Any offense Fine of \$10	1. Return of certificate 2. [See column VIII]	A

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
NEBRASKA — Continued	B 14 to 16 (if nongraduate) “Employment certificate”		Same as in A, above	Same as in A, above
R S 1913 s 3586	C Under 16 “Certificate” of physical fitness [May be required after entering employment]			Regular licensed physician selected by State board of inspection
NEVADA For public exhibitions, see Table 7] Revised Laws 1912 s 6824 [For later law which would appear to limit this provision, in so far as it applies to children under 14, to employment outside school hours and during vacation, see Table 1, A]	A Boy under 14 Girl under 16 “Written permit” [But for minimum age of 14 for employment in any business or service during school hours, fixed by later law, see Table 1, A]			Judge of district court
NEW HAMPSHIRE 1911 C 162 s 7-8, 9-10 (as amended by 1915 C 61), 15 [For requirements of proof of age and certificate of literacy, according to earlier law, superseded in large part by the provisions tabulated in A, see also Public Statutes 1901 C 93 s 11 (as amended by 1901 C 61), 13 (as amended by 1901 C 61), 18, and also P S 1901 C 92 s 18]	A Under 16 [14 to 16] “Employment certificate”		State superintendent of public instruction	Local superintendent of schools or deputy of school board or, in city of Manchester, person appointed by local superintendent of schools with concurrence of school board Exception: No authorized person shall issue certificate to child then in or about to enter employment of said person or of a firm or corporation of which he is a member, officer, or employee
	B Under 16 [14 to 16] Vacation “certificate”	3 months	Same as in A, above	Same as in A, above
[Requirement tabulated in Table 2, B, specifies no document]	C			
[Requirement tabulated in Table 2, C, specifies no document]	D			

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind)

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Same as in A, above 2. Same as in A, above	B
[Member of State board of inspection may demand certificate]				C
				A
Truant officer or "other authorized inspector" [State superintendent of public instruction and State inspectors appointed by him and under his supervision]	With employer	1. Kept by employer and surrendered to "any authorized inspector" (see column VI) on demand 2. [No specific provision]		A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. [No specific provision]		B
				C
				D

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
NEW JERSEY [For street trades, see Table 6] Compiled Statutes 1910 v 3 Labor s 18 p 3024 (as amended by 1914 C 252 s 2), s 23 p 3025 (as amended by 1914 C 252 s 5) 1911 C 136 s 1, 4 (as amended by 1914 C 253 s 1, 4) 1913 C 221 s 12 1914 C 223 s 1, 3, 9, 10, 12, 13, 17, 18 [“It shall be lawful” to issue this certifi- cate for employment in all occupations not otherwise pro- hibited by law to children under 16. It is required for em- ployment in all occu- pations listed in Table 2] [See also 1914 C 223 s 1, 3, 9, 10, 12, 13, 17, 18, for the “age and working certificate,” tabulated in Table 6 because it appears to apply chiefly to street trades, but possibly covering other employments, which is issued by the same official as the age and schooling certificate]	A 14 to 16 “Age and schooling cer- tificate”		[State commissioner of education] [The act in which this provision occurs is apparently su- perseded by later legislation except as to this particu- lar]	Supervisor of school ex- emption certificates (any superintendent of schools, supervising principal, principal or teacher of any school district designated for this purpose by the district board of edu- cation) (District board of educa- tion may cancel cer- tificate; shall cancel the same when di- rected to do so by the State commissioner of education. State com- missioner of labor, to whom papers required for the issuance of the certificate are sent im- mediately after it is issued, shall notify State commissioner of education and district board of education whenever there is reason to believe that certificate was im- properly issued)
	B 14 to 16 “Age and schooling cer- tificate”			Same as in A, above
NEW MEXICO [No provisions]				

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 457-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
State commissioner [of labor] or assistant and inspectors [of department of labor] Attendance officers Police officers Officers and agents of any incorporated society for the prevention of cruelty to children	With employer	1. To officer empowered to issue certificate in school district where child resides or, if child's address is unknown, to such officer in district in which employer's business is located, within 2 days 2. Any offense Maximum—\$25 or imprisonment for 30 days, or both	1. Return of certificate 2. [See column VIII]	A
[State commissioner of labor, assistant commissioner, and inspectors of the department of labor Attendance officers or other persons empowered by law to compel school attendance Police officers Other person designated by law to protect children from cruelty and neglect]	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Same as in A, above 2. Same as in A, above	B

TABLE 3.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
NEW YORK [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Consolidated Laws 1909 v 3 Labor C 31: Art 6 s 70 (as amended by 1913 C 529), 71 (as amended by 1912 C 333), 75 (as amended by 1913 C 144), 76, 76-a (as added by 1913 C 200); Art 12 s 162 (as amended by 1911 C 866), 163 (as amended by 1913 C 144), 166 (as added by 1913 C 144), 167 (as amended by 1913 C 145) C L 1909 v 4 Penal C 40: Art 120 s 1275 (as amended by 1913 C 340) C L 1910 v 8 Educa- tion C 16: Art 23 s 630 (as amended by 1913 C 101), 633 subdivi- sion 3	A 14 to 16 "Employ- ment certifi- cate"		In any city of the first or second class, form approved by State industrial commission In any other city and in any town or village, form furnished by State industrial com- mission	Commissioner of health or executive officer of board of health, or any other officer thereof deputized by such board or commissioner
	B 14 to 16 "Employ- ment certifi- cate"		Same as in A, above	Same as in A, above (Certificate is subject to cancellation by State industrial commission if children employed in factories fail to sub- mit to or stand test of examination required by State medical in- spector)
	C 14 to 16 "Employ- ment certifi- cate"		Same as in A, above	Same as in A, above
	D 14 to 16 "Employ- ment certifi- cate"		Same as in A, above	Same as in A, above
	E 14 to 16 "School-rec- ord certificate"			In any city of the first class, principal or chief executive of school In any city other than a city of the first class and in school districts having a population of 5,000 or more and employing a superin- tendent of schools, su- perintendent of schools In other school districts, principal teacher
	F Boy 14 to 16 (if non- graduate) "Employ- ment certifi- cate"		Same as in A, above	Same as in A, above

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
State industrial commission (in any city of the first or second class) Board of health or health commissioner (in any other city and in any town or village) Truant officers	With employer	1. To child or to parent or guardian 2. First offense Minimum—\$20 Maximum—\$50 2. Second offense Minimum—\$50 or imprisonment, or both Maximum—\$250 or imprisonment for 30 days, or both 2. Third offense Minimum—\$250 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both		A
State industrial commission Truant officers	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B
Truant officers	Same as in A, above	1. Same as in A, above 2. Same as in A, above		C
Same as in B, above, and also, Board of health or health commissioner as specified in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		D
				E
Same as in C, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		F

TABLE 3.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
NORTH CAROLINA Pell's Revisal of 1908 Supplement 1913 C 45A s 1981ee(3), 1981ee(4)	A Under 13 [For minimum age, see note in A-II, Table 2] Certificate of age and school attend- ance			[Parent or guardian fur- nishes the "certifi- cate." If he willfully sets forth false state- ment, he is guilty of a misdemeanor]
NORTH DAKOTA Compiled Laws 1913 s 1405, 1406, 1411, 1413	A 14 to 16 "Employ- ment certifi- cate"			City or village superin- tendent of schools, or clerk of local school board or board of edu- cation Exception: No issuing officer shall issue certificate to child then in or about to enter employment of said officer or of a firm or corporation of which he is a mem- ber, officer, or em- ployee
OHIO [For public exhibi- tions, see Table 7] Page and Adams' An- notated General Code 1912s 871-22 (as added by 1913 p 95), 871-24 (as added by 1913 p 95), 980, 6246, 7765 (as amended by 1913 p 864), 7766 (as amended by 1914 p 129), 7767 (as amend- ed by 1913 p 864), 7770 (as amended by 1913 p 864), 7771 (as amended by 1914 p 225), 12975, 12982, 12983, 12986, 12993- 12995 (as amended by 1913 p 864), 13000, 13007-7 (as added by 1913 p 864), 13007-11 (as added by 1913 p 864) [The provisions in A-IV, A-VI, A-VII, A-VIII, and A-IX may be applicable to the certificate tabu- lated in C, but the law is not clear as to this point]	A Boy 15 to 16 Girl 16 to 18 "Age and schooling cer- tificate"		State superintend- ent of public in- struction	Local superintendent of schools or his deputy, or clerk of local board of education
	B Boy 15 to 16 Girl 16 to 18 "Age and schooling cer- tificate"		Same as in A, above	Same as in A, above
	C Boy 15 to 16 Girl 16 to 18 "Special va- cation certifi- cate"	During va- cation	[See note in column I]	Local superintendent of schools or his deputy
P & A A G C 1912 s 6246, 7765 (as amend- ed by 1913 p 864), 7766 (as amended by 1914 p 129)	D Boy under 16 [15 to 16] Girl under 18 [16 to 18] "Certificate" of phys- ical fitness [May be required after entering employment]			Medical officer of board of health

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
Factory inspectors "Other officer charged with enforcement of this act" [See Table 2, A-IX]	With employer			A
City or village superintendent of schools, or clerk of local school board or board of education Peace officers	With employer	1. To child or to parent or guardian, "forthwith" 2. Each offense Minimum—\$20 Maximum—\$50		A
Officers of State industrial commission Truant officers	With employer	1. To issuing officer within 2 days 2. Any offense Minimum—Fine of \$25 (for officer, etc., of corporation) Maximum—Fine of \$50 (for any person) (Any person convicted of a violation of any law relating to employment of minors, who again violates any such law, shall be imprisoned for not less than 10 nor more than 30 days)	1. Return of certificate 2. [See column VIII]	A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above, except that maximum penalty under "Any offense" is fine of \$100	1. Return of certificate 2. [See column VIII]	B
[See note in column I]	[See note in column I]	[See note in column I]	[See note in column I]	C
[Certificate may be required by State industrial commission]				D

CHILD LABOR LEGISLATION.

TABLE 8.—WORKING P

[In reading this analysis, the ex]

State References	Age Kind of permit	Time limit	Authority prescribing form	Authority iss
I	II	III	IV	V
HOMA Public exhibi- see Table 7] Laws 1910 s 3736, 3738, 3742 es to which the visions tabu- in A and B are: 14 to 16 in ishments men- by name in 2, A-III; 15 to injurious, etc., ations]	A Under 16 (if literate) [See note in col- umn I] "Age and schooling cer- tificate"		Form prescribed by law	County superin- of public inst or other schoo designated by
	B Under 16 (if illiterate) [See note in col- umn I] "Age and schooling cer- tificate"		Same as in A, above	Same as in A, al
0 s 3735 provisions tabu- in C apparent- ly to all "chil- but they be interpreted ply only to en under 16]	C [See note in column I] "Certificate of physical fit- ness" [May be required after entering employment]			Licensed physi good standing
ON Public exhibi- see Table 7] Oregon Laws 4121 (as amend- 1911 C 243), 023 (as amend- 1911 C 138), 028 (as amend- 1911 C 138), 032 (as amend- 1911 C 138)	A 14 to 16 "Age and schooling cer- tificate"		"As indicated in" form given in law; secretary of the State board of in- spection of child labor may permit explanatory mat- ter to be printed with certificate	Secretary of th board of inspe child labor deputy Exception No authorized shall issue ce to child ther about to enter ployment of s son or of a firm poration of w is a member, or employee
1910 s 4121 (as ded by 1911 C 5016, 5035 (as ded by 1911 C	B 12 to 14 Vacation permit	During any school va- cation extending over a term of 2 weeks		State board of tors of child la

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
Factory inspectors Truant officers [There appears to be no provision for appointment of truant officers] "Other persons charged with the administration of this article" (State commissioner of labor)	With employer	1. To child or to parent or guardian; if not claimed by child within 30 days, to State commissioner of labor 2. Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 30 days, or both		A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B
[Factory or deputy inspectors may require certificate]				C
Local school authorities Police State board of inspectors of child labor	With employer	1. To child; if not claimed by him within 30 days, to secretary of State board of inspectors of child labor 2. Any offense Fine of \$10		A
				B

TABLE 8.—WORKING PAPERS

(In reading this analysis, the explanatory

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
Attendance officer, factory inspector, deputy factory inspector, or other inspector or officer charged with the enforcement of this act	With employer	1. To issuing officer immediately if child so demands; otherwise within 3 days 2. Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 10 days, or both (Above penalty is incurred for violation of any provision of this act)	1. Return of certificate [Employer is also required by compulsory education law to notify issuing officer if child leaves his employment or is absent from such employment 5 days—1911 P L 309 s 1421; S P D Supp 1912 p 114 (as amended by 1915 P L 174)] 2. [See column VIII]	A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above	1. Same as in A, above 2. Same as in A, above	B
Officers of the department of education Inspectors of the bureau of labor	With employer	1. To child 2. First offense Minimum—\$25 Maximum—\$100 2. Subsequent offense Minimum—\$100 Maximum—\$1,000		A
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		B
Same as in A, above	Same as in A, above	1. Same as in A, above 2. Same as in A, above		C
Officers of the department of education Agents of the bureau of labor	Same as in A, above			D
Factory inspectors Truant officers	With employer	1. To child upon demand; if not claimed within 2 weeks, to issuing officer 2. Any offense Maximum—\$500		A

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
SOUTH CAROLINA 1912 Criminal Code C 16 s 426	A Under 14 [12 to 14] "Permit"		[State commissioner of agriculture, commerce, and industries prescribes the forms for the sworn statements of age (see Table 2, A-IV), upon receipt of duplicate of which from employer he shall issue the "permit"]	State commissioner of agriculture, commerce, and industries
1912 Civil Code C 19 art 11 s 871 1912 Crim C C 16 s 426	B Under 14 Statement of age		State commissioner of agriculture, commerce, and industries	[Document required is a signed statement of parent or guardian]
SOUTH DAKOTA [The documents tabulated in A and B are alternative] 1913 C 240 s 3, 5	A Under 14 [See Table 1, A and D] Employment "certificate"			County superintendent of schools or his deputy
	B Under 14 Poverty "permit"			County superintendent of schools, or "chairman or president of the school board or district"
TENNESSEE 1911 C 57 s 5 [See note in column I, Table 2, A]	A 14 to 16 Sworn statement of age			[Document required is a sworn statement of parent or guardian]
[Document implied but not defined—See Table 2, B-VI]	B			
[Requirement tabulated in Table 2, C, specifies no document]	C			
TEXAS [Requirement implied in Table 2, A, specifies no document]	A			
UTAH [For street trades, see Table 6] [For public exhibitions, see Table 7] 1911 C 144 s 2	A [Over 14— See Table 2, A-III] "Employment certificate"			Local superintendent of schools or his deputy, or deputy of school board Exception: No authorized person shall issue certificate to child then in or about to enter employment of said person or of a firm or corporation of which he is a member, officer, or employee

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
[The sworn statements of age (see Table 2, A-IV) are open to the inspection of the State commissioner of agriculture, commerce, and industries, his agents and inspectors]	[The sworn statements of age (see Table 2, A-IV) are kept by employer]			A
State commissioner of agriculture, commerce, and industries, his agents and inspectors	With employer			B
				A
				B
Shop and factory inspector [Chief State inspector of workshops and factories]	With employer			A
				B
				C
				A
				A

TABLE 3—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
UTAH—Continued Compiled Laws 1907 s 1962 [The certificates tabulated in B and C have different requirements and are alternative]	B 8 to 16 "Certificate" [For school non-attendance]			City or county superintendent of schools
	C 8 to 16 "Certificate" [For school non-attendance]			Same as in A, above
VERMONT Public Statutes 1906 C 50 s 1044 (as amended by 1912 No 75 s 10), 1045 (as amended by 1912 No 75 s 11) [See Table 5, B, for later provision permitting child whose services are necessary for support of those dependent on him to leave school at 15 if he has completed 6th grade]	A Under 16 [From age of graduation from elementary schools to 16] [See note in column I] Employment "certificate"			Town or union superintendent [of schools]
	B Any minor "Certificate" of age [May be required before or after entering employment]			
VIRGINIA 1908 C 301 s 3 (as amended by 1914 C 339), 6 (as amended by 1914 C 339) [The provisions tabulated in A constitute both an exemption from those tabulated in B and a permit for employment]	A 12 to 14 "Release" granted by court [See note in column I]			[Circuit or corporation court may "for good cause shown entered of record" grant release]
	B Under 16 [14 to 16—See A-II, above] "Employment certificate"			Notary public
WASHINGTON Pierce's Code 1912 title 29 s 151 [See note in column I, Table 2, C]	A 12 to 14 "Permit"	"Issued for a definite time"		Superior court judge (Permit is subject to revocation at discretion of issuing officer)
	B Boy under 14 Girl under 16 "Permit"			Superior court judge

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
				B
				C
Town or union superintendent [of schools] Truant officers	With employer			A
[Certificate may be required by town or city grand juror, State's attorney, or attorney general]	Same as in A, above			B
				A
Inspector of factories or other authorized inspector or officer charged with enforcement of this act [State commissioner of labor]	With employer	1. To issuing officer within 2 days 2. [No specific provision]	1. Return of certificate 2. [No specific provision]	B
				A
				B

TABLE 8.—WORKING PAPERS

[In reading this analysis, the explanatory

State References I	Age Kind of permit II	Time limit III	Authority prescribing form IV	Authority issuing V
WASHINGTON— Continued P C 1912 t 291 s 151 [See note in column I, Table 2, A] P C 1912 t 413 s 839, 841	C Boy 14 to 19 “Permit”	Same as in A, above		Judge of juvenile court (Permit is subject to revocation at discre- tion of issuing officer)
	D Under 15 School ex- emption “cer- tificate”	Certificate shall state the time for which excuse from school is given	Superintendent of public instruction	District or county su- perintendent of schools
	E Boy 14 or over (if em- ployer is in doubt as to age) “Certificate” of age			[Document required con- sists of “proof of age by certificate” from par- ent or guardian]
P C 1912 t 345 s 143	F Boy 16 or over (if em- ployer is in doubt as to age) “Certificate” of age			Same as in E, above
WEST VIRGINIA Hogg’s Code 1913 C 15H s 530–532	A Under 16 “Employ- ment certifi- cate”		State superintend- ent of schools	Local superintendent of schools or his dep- uty, or deputy of local school board Exception: No authorized person shall issue certificate to child then in or about to enter employ- ment of said person or of a firm or corpora- tion of which he is a member, officer, or em- ployee
	B Under 14 “Written permission”			State commissioner of labor County superintendent of schools
H C 1013 C 15H s 495 (as amended by 1915 C 10 s 86) 1915 C 10 s 33 [See note in C—I, Table 2]	C Boy 16 or over [See note in C—I, Table 2] “Affidavit” of age			[Document required is affidavit of parent or guardian]

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termina- tion of employ- ment 2. Penalty for em- ployer, etc., for fail- ure to return VIII	1. Notification of ter- mination of employ- ment 2. Penalty for employer, etc., for failure to notify IX	
				C
	With employer			D
				E
				F
Truant officers Factory inspectors Authorized agents of the humane society	With employer	1. To issuing officer 2. [No specific provi- sion]	1. Return of certificate 2. [No specific provision]	A
				B
				C

TABLE 3.—WORKING PAPERS

[In reading this analysis, the explanatory

State References	Age Kind of permit	Time limit	Authority prescribing form	Authority issuing
I	II	III	IV	V
WISCONSIN [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Statutes C 27 s 439ca St C 83 s 1728a.1, 1728a-6.1, 1728e.2, 1728e.3, 1728b.4 [Section 1728b.2 re- quires an employ- ment "permit" is- sued by authority tabulated in A-V for employment of child under 16 in list of occupations iden- tical with those in Table 2, A-III, ex- cept that "any gain- ful occupation or em- ployment" and "de- livery of merchan- dise" are omitted, and "office" is added] St C 83 s 1728a-11, 1728a-13	A 14 to 16 Employ- ment "per- mit"		State industrial com- mission	State industrial commis- sion Judges of county, munic- ipal, or juvenile court (Permit is subject to rev- ocation by industrial commission if improp- erly or illegally issued or if physical or moral welfare of child would be best served by such revocation)
	B 12 to 14 Vacation "permit"	During school vacation	Same as in A, above	Same as in A, above
	C Minor over 14 (if liter- ate) "Written permit"			State industrial commis- sion Judge of juvenile court
	D Minor over 14 (if illit- erate) "Written permit"			Same as in C, above
WYOMING [No provisions]				

REQUIRED [SEE TABLE 2]—Continued

notes on pp. 467-475 should be borne in mind]

Accessible to inspection of whom VI	Where filed VII	1. Return at termination of employment 2. Penalty for employer, etc., for failure to return VIII	1. Notification of termination of employment 2. Penalty for employer, etc., for failure to notify IX	
State industrial commission [List of occupations and establishments in which permits are open to inspection of industrial commission differs from the list of those in which permits are required by adding "office" and excluding "restaurant," "bakery," "delivery of merchandise," and "any gainful occupation or employment"] Truant officers	With employer [Note in A-VI applies here also]	1. To place designated by industrial commission within 24 hours 2. Any offense [Employer is liable in action to child for \$2] (Each day's violation a separate offense) [Note in A-VI applies here also]	1. Return of certificate 2. [See column VIII] [Note in A-VI applies here also]	A
State industrial commission [List of occupations and establishments in which permit is open to inspection of industrial commission differs from list of those in which employment is allowed on vacation permit by excluding "warehouse"] Truant officers	Same as in A, above, omitting bracketed note [Note in B-VI applies here also]	1. Same as in A, above 2. Same as in A, above, omitting second bracketed note [Note in B-VI applies here also]	1. Return of certificate 2. [See column VIII]	B
State industrial commission Truant officers	Same as in A, above, omitting bracketed note			C
Same as in C, above	Same as in A, above, omitting bracketed note			D

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
ALABAMA [For street trades, see Table 6] 1915 p 193 s 2, 4, 14, 17 [For earlier law fix- ing maximum of 8 hours for em- ployment of child 16 to 18 if em- ployed between 7 p. m. and 6 a. m. in mill, factory, or manufacturing es- tablishment, see 1909 p 158 s 5]	A Under 16 [For minimum age, see Table 1, B]	Any gainful occupation <i>Exemptions:</i> Agriculture Domestic service	11	60	6
	B Under 18	In any city of 25,000 or over: Messenger for person, firm, or corporation engaged in tele- graph, telephone, or messen- ger service, in the distribution, transmission, or delivery of goods or messages			
	C Under 18	In any city of less than 25,000: Occupations or establishments same as in B, above			
ALASKA 1913 C 29 s 2 (as amended by 1915 C 6), 3 [For regulations governing hours of labor in coal mines to be worked under lease from the United States Government, see 38 United States Statutes at Large C 330 p 40 s 12]	A Any employee	"Underground workings, under- ground mines, stamp mills, roller mills, open cut and open pit workings as applied to metalliferous mining" Underground placer mining Smelter Reduction works Concentrating mill Underground workings Chlorination or cyanide process Coke oven Rock quarry Coal mine Metalliferous lode mining Gypsum mine, quarry, or work- ings	8		
ARIZONA Revised Statutes 1913 Civil Code title 14 C 2 s 3131, 3134 [For constitutional provision fixing maximum of 8 hours per day and prohibiting night work for minors under 16, see con- stitution art 18 s 2]	A Boy under 16 Girl under 18	Any gainful occuation <i>Exemptions:</i> Domestic service Farm work	8	48	
R S 1913 Civ Ct 14 C 2 s 3130, 3134, 3135	B Under 21	In any incorporated city or town: Messenger for telegraph or mes- senger company in the dis- tribution, transmission, or delivery of goods or messages			

OF LABOR

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	6 p. m. to 6 a. m.		1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. 1. Duty State factory inspector and his deputies 2. First offense Minimum—\$10 Maximum—\$100 2. Subsequent offense Minimum—\$100 Maximum—\$500	A
	9 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	B
	10 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	C
		In case of emergency where life and property are in imminent danger or in case of urgent necessity "On such days as change of shift is made"	1. [No specific provision] [1913 C 72 (as amended by 1915 C 69) provides for the appointment of a Territorial mine inspector and defines his duties, but they appear to relate only to safety] 2. Any offense Minimum—\$100 or imprisonment for 90 days, or both Maximum—\$500 or imprisonment for 6 months, or both (Each day's violation a separate offense)	A
	7 p. m. to 7 a. m.		1. Duty Factory inspector [there is no law providing for factory inspection], other authorized inspectors, and school attendance officers: Shall make complaints for offenses and prosecute violations; May inspect establishments 1. Power only Any person: May prosecute 2. Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
	10 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	B

CHILD LABOR LEGISLATION.

TABLE 4.—HOURS

[In reading this analysis, the explanatory

References	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
—Con- nal Code 717, 720 law pro- 8 hours ek for and persons” y, see R n C pt 1 716]	C Girl of any age [Over 18—See A, above]	Mercantile establishment Confectionery store Bakery Laundry Hotel Restaurant Telephone office or exchange Telegraph office or exchange <i>Exemptions:</i> Telephone or telegraph office or exchange employing not more than 3 females Nurses	8	56	
r C t 14 C 100	D Any employee	Operating engineer, fireman, switchboard operator, or at- tendant of electric light or elec- tric power plant	8		
n C pt 1	E Any employee	Underground mine Underground, open-cut, or open- pit workings Smelter Reduction or cement works Stamp, concentrating, rolling, or rod mill Chlorinating or cyanide process Coke oven Blast furnace	8		
AS 11, 13	A Under 16	Any occupation	8	48	6
11, 13	B Under 18	Any occupation	10	54	6
1, 2, 3 12	C Any employee	Workingman or laborer engaged in management or operation of saw or planing mill	(1)		

1 “10 hours shall constitute a legal day’s work”

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
1 hour		Exception to hours per day but not per week: 2 additional hours permitted on 1 day per week in mercantile establishment, confectionery store, or bakery employing females only 6 days in any 1 week	1. [No specific provision] 2. Any offense Minimum—\$25 or imprisonment for 30 days, or both	C
		In case of emergency where life or property is in imminent danger	1. [No specific provision] 2. Each offense Maximum—\$100 (Each day's violation a separate offense)	D
		In case of emergency where life or property is in imminent danger Once in every two weeks on day when hours of employment are changed from one part of day to another	1. [No specific provision] 2. Each offense Minimum—\$250 or imprisonment for 3 months, or both Maximum—\$500 or imprisonment for 6 months, or both (Each day's violation a separate offense)	E
	7 p. m. to 6 a. m.		1. Duty State commissioner of labor and statistics, factory inspectors, mine inspectors, agents of humane society, probation officers, truant officers, "other authorized inspectors" 1. Power only Any person: May make and prosecute complaints 2. Any offense Minimum—\$5 Maximum—\$100	A
	10 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above	B
			1. Power only State commissioner of labor and statistics 2. Any offense Minimum—\$25 Maximum—\$200 (Each day's violation a separate offense) (Above penalty is incurred for exacting, or discharging because of refusal or unwillingness to perform, more hours of labor)	C

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
ARKANSAS— Continued 1915 A 191 s 1-3, 6, 8, 11, 12 [The provisions tabulated in D and E do not affect those given in A, above, but, since they belong to a later law, they would apparently supersede those given in B, above, in so far as they are inconsistent therewith.] [The commission specified in D-IX may establish regulations governing employment of females in hotels, restaurants, and telephone establishments, provided hours shall not exceed 9 per day]	D Girl of any age [See first note in column I]	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Employment by express company Employment by transportation company <i>Exemptions:</i> Cotton factory Preservation of fruits and perishable farm products or gathering the same Establishment where 3 or less females are employed at the same time Establishment where 3 or less employees are worked in the same building at the same time doing the same class of work	9	54	6
	E Girl under 18	Occupations or establishments same as in D, above <i>Exemptions:</i> Same as in D, above			
CALIFORNIA [For public exhibitions, see Table 7] Deering's General Laws 1909 A 1611 (as amended by 1915 C 625) s 7-8, 13, 15 D G L 1909 A 1611 s 16-17 (as added by 1915 C 625)	A Under 18	Manufacturing establishment Mechanical establishment Mercantile establishment Other place of labor	8	48	
	B Under 18	Messenger for telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages			

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
45 minutes after 6 hours' work ¹		More than 9 hours per day for not more than 90 days in the year may be permitted by commission consisting of State commissioner of labor and statistics and 2 women, 1 appointed by said commissioner and 1 by the governor, in case it can be shown beyond doubt that compliance with act would "work irreparable injury to any industry engaged in handling products, such as canning factories and candy factories," provided 1½ times regular pay is given for overtime	1. Duty State commissioner of labor and statistics or his deputy 2. Any offense Minimum—\$25 Maximum—\$100 (Each day's violation a separate offense)	D
	9 p. m. to 7 a. m.		1. Same as in D, above 2. Same as in D, above	E
	10 p. m. to 5 a. m.	More hours allowed when necessary to make repairs to prevent interruption of ordinary running of machinery or for purpose of making a shorter day's work for 1 day of the week	1. Duty State bureau of labor statistics 1. Power only Attendance officers Probation officers 2. Each offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (The above penalty is found in D G L 1909 A 1611, as amended by 1915 C 625, s 13; the following penalty is given in section 16 of the same law) 2. Any offense Maximum—\$50 or imprisonment for 60 days, or both	A
	9 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above	B

¹ 6½ hours without interval allowed if workday ends at 1.30 p. m.

CHILD LABOR LEGISLATION.

TABLE 2.—HOI

[In reading this analysis, the explan

References	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days week mittu VI
			Per day IV	Per week V	
CORNIA— ed s 1, 2 s 1	C Under 18	Selling goods or engaging in or conducting any business [This provision appears to ap- ply to children engaged in sell- ing newspapers or any other articles or working as boot- blacks, etc., on their own ac- count]			
Penal ss 651 s 1	D Minor ward or appren- tice	Any occupation <i>Exemptions:</i> Vinicultural or horticultural pur- suit Domestic or household occupa- tion	8		
258 (as d by 1913 1, 3, 4	E Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Hotel Public lodging house Apartment house Hospital Place of amusement Restaurant Telegraph establishment or office Telephone establishment or of- fice Employment by express com- pany Employment by transportation company <i>Exemptions:</i> Harvesting, curing, canning, or drying perishable fruits and vegetables Graduate nurses in hospitals	8	48	
s 1, 2 s 1	F Any employee	Underground mine Underground workings Smelter or other institution for the reduction or refining of ores or metals	8		
9 A 2865 s	G Any employee	Sale of drugs and medicines at retail and compounding physi- cian's prescriptions	10	60	
9 A 3952 s s 1	H Any employee	Any occupation (Provision applies to both day and night work)			

OF LABOR—Continued

notes on pp. 467-478 should be borne in mind)

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
CALIFORNIA— Continued Deering's Civil Code 1909 Appen- dix p 827 s 1, 2 1915 C 484 s 1	I Any employee	Sawmill, shake mill, shingle mill, or logging camp			
1913 C 324 s 6, 19	J [Power of com- mission ex- tends over women and minors]	[Industrial welfare commission shall have power to fix the maximum hours and standard conditions of labor consistent with the health and welfare of the women and minors en- gaged in any occupation, trade, or industry, provided that the hours shall not ex- ceed the maximum fixed by law for said women and minors]			
COLORADO Mills' Annotated Statutes revised edition 1912 s 537, 657, 667, 668, 670, 672, 673 [For possible exemp- tion by permit be- tween 14 and 16 and during vaca- tion between 12 and 16, see M A S r e 1912 s 671] 1915 C 180 s 11	A Under 14	Any occupation	8		
	B Under 16	Any gainful occupation	8	48	
M A S r e 1912 s 537 1913 Appendix p 692 s 1-3 1915 C 180 s 11	C Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Hotel Restaurant	8		

BOR—Continued

pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Time ribed	Night work prohibited	Exceptions		
II	VIII	IX	X	
			1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	
			1. Same as in C, above 2. Each offense Minimum—\$100 Maximum—\$200	I
			[See column III]	J
	8 p. m. to 7 a. m.		1. Duty Deputy State labor commissioner [fac- tory inspector] School board or local school authorities: Must report to enforcing officer complaints made to them of viola- tions in most regulated employments [For list, see M A S r e 1912 s 667] State industrial commission: Shall "inquire into and supervise the enforcement * * * of the laws relating to child labor, * * * employment of females, * * * mining, and all other laws protect- ing the life, health, and safety of em- ployees" 2. First offense Minimum—\$5 Maximum—\$100 2. Second offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 90 days, or both	A
	After 8 p. m.		1. Same as in A, above 2. Same as in A, above	B
			1. Duty Deputy State labor commissioner [fac- tory inspector] State industrial commission: Has duties as specified in A, above 2. Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$500 or imprisonment for 6 months, or both (Each day's violation a separate offense)	C

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
COLORADO— Continued M A S r e 1912 s 537, 4472-4473 (as recn- acted by 1913 C 95)	D Workingmen	Underground mine Underground workings Open-cut or open-pit workings Smelter or reduction works Stamp or concentrating mill Chlorination or cyanide process Coke oven	8		
CONNECTICUT 1909 C 20 s 1 (as amended by 1913 C 179), 2 (as amended by 1913 C 179), 3 (as amended by 1913 C 179), 4, 5	A Under 16	Manufacturing establishment Mechanical establishment	10	55	
	B Under 16	"Mercantile establishment, other than manufacturing or mechanical"		58	
	C Girl over 16	Same as in A, above	10	55	
	D Girl over 16	Same as in B, above		58	
1911 C 162 s 1-3	E Any employee	Any commercial occupation or the work of any industrial process <i>Exemptions:</i> Certain occupations and em- ployees ¹			6
DELAWARE [For street trades, see Table 6] Revised Code 1915 C 90 s 3145, 3164- 3166, 3177, 3180	A Under 16	Mechanical establishment Mercantile establishment Mill Factory Workshop "Tenement-house, manufactory or workshop" Office Office building Restaurant Boarding house Bakery Barber shop Hotel Bootblack-stand establishment Public stable Garage Laundry Driver Brickyard Lumberyard Construction or repair of build- ings Transmission of messages		54	6

¹ Farm service, personal service, druggist, watchman, superintendent or manager, janitor, or person engaged solely in transportation; sale or delivery of milk, food, or newspapers; such commercial or industrial processes as by their nature are required to be continuous; necessary work of inspection, repair, or care of any manufacturing or other plant or of any merchandise or stock on Sunday

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		In case of emergency where life or property is in imminent danger	1. Same as in C, above 2. Any offense Minimum—\$250 or imprisonment for 90 days, or both Maximum—\$500 or imprisonment for 6 months, or both (Each day's violation a separate offense)	D
	After 6 p. m.		1. Duty State commissioner of labor and factory inspection 2. Each offense Maximum—\$20	A
	After 6 p. m. on more than 1 day per week, when employment is permitted until 10 p. m.	Employment until 10 p. m. permitted during Christmas week Overtime work permitted during Christmas week if 7 holidays per year with pay are granted	1. Same as in A, above 2. Same as in A, above	B
	After 10 p. m.		1. Same as in A, above 2. Same as in A, above	C
	After 10 p. m.	Overtime work permitted during Christmas week if 7 holidays per year with pay are granted	1. Same as in A, above 2. Same as in A, above	D
		In case of emergency	1. [No specific provision] 2. Each offense Maximum—\$200	E
	6 p. m. to 7 a. m.		1. Duty State child labor inspector or his deputy 1. Power only Any person: May make and prosecute complaints 2. First offense Minimum—\$5 Maximum—\$50 2. Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both 2. Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both	A

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
DELAWARE— Continued	B Under 18	In any city of 20,000 or over: Messenger for telegraph, tele- phone, or messenger compa- nies, in the distribution, trans- mission, or delivery of goods or messages			
	C "Any child"	All occupations regulated by R C 1915 C 90 s 3144-3192 [Oc- cupations listed in A-III, and canning and packing estab- lishments, other than those engaged in canning and pack- ing perishable fruits and vege- tables, are included. See also Table 1, C to F, and Table 6 for other occupations regulated by the foregoing sections]			
R C 1915 C 90 s 3135- 3137, 3139-3142	D Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Baking establishment Printing establishment Telephone office or exchange Telegraph office or exchange <i>Exemptions:</i> Employment in the canning or preserving or preparation for canning or preserving perish- able fruits and vegetables	10 1 8	55	
DISTRICT OF COLUMBIA [For street trades, see Table 6] Code 1911 p 441 s 1; p 442 s 6; p 443 s 7, 10 36 United States Statutes at Large p 990	A Under 14	Any occupation <i>Exemptions:</i> Employment in the service of the Senate			
C 1911 p 442 s 6; p 443 s 7, 8, 10 36 U S Stat L. p 990	B Under 16 [12 to 16]	Mercantile establishment Factory Workshop Store Business office Telegraph office Telephone office Restaurant Hotel Apartment house Club Theater Bowling alley Laundry Bootblack stand	8	48	

¹ If any part of daily employment is performed between 11 p. m. and 7 a. m.

OF LABOR—Continued

notes on pp. 467-476 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	10 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above	B
30 minutes			1. Same as in A, above 2. Same as in A, above	C
45 minutes after 6 hours' work, but 6½ hours without interval allowed if workday ends at 1.30 p. m.		Exception to hours per day but not per week: 12 hours allowed on 1 day only of each week	1. Duty State inspector appointed to enforce these provisions 2. First offense Minimum—\$20 Maximum—\$50 2. Second offense Minimum—\$50 Maximum—\$200 2. Third offense Minimum—\$250	D
	7 p. m. to 6 a. m.		1. Duty Child labor inspectors [2 detailed privates of police force] Truant officers: "Shall visit the establishments named" [in Code 1911 p 441 s 1, including all listed in B-III] and ascertain violations; Shall report violations to the superintendent of schools and the corporation counsel of the District of Columbia 2. Any offense Maximum—\$50	A
	7 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above	B

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
DISTRICT OF COLUMBIA— Continued 38 U S Stat L p 291 s 1-3, 7-9	C Girl under 18	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Hotel Restaurant Telegraph establishment or office Telephone establishment or office Employment by express company Employment by transportation company	8	48	6
	D Girl over 18	Same as in C, above	8	48	6
FLORIDA [For public exhibitions, see Table 7] Compiled Laws 1914 s 2642c, 2642i, 2642k, 2342i, 2642r, 2642t, 3728a [The provisions tabulated in A and B shall not be considered to apply to agricultural and domestic employment—See 1913 C 6488 s 24]	A 14 to 16	Mill Factory Workshop Mechanical establishment Laundry Employment on stage of theater	9	54	6
	B Under 18	Messenger for telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages			
GEORGIA [For public exhibitions, see Table 7] Code 1914 Civil s 3149(d), 3143(f) C 1914 Penal s 1065 C 1914 Political s 2141 C 1914 Civ s 3149(i) C 1914 Pen s 759(b), 1065	A Under 14½ [12 to 14½]	Manufacturing establishment Mill Factory Laundry Place of amusement			
	B Under 16	Delivery of messages or general work of messenger service			

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
Where 3 or more girls are employed, 45 minutes after 6 hours' work, but 6½ hours without interval allowed if work-day ends at 1.30 p. m.	6 p. m. to 7 a. m.		1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. 1. Duty Inspectors appointed for this purpose by Commissioners of the District of Columbia 2. First offense Minimum—\$20 Maximum—\$50 2. Second offense Minimum—\$50 Maximum—\$200 2. Third offense Maximum—\$250	C
Same as in C, above			1. Same as in C, above 2. Same as in C, above	D
	8 p. m. to 5 a. m.		1. Duty State labor inspector Grand juries: Shall be charged by county and circuit judges, at beginning of each term of court, to investigate violations 1. Power only Grand juries and county solicitors of criminal courts of record: "Have inquisitorial powers to investigate violations" Judicial or police officers of county or city: May inspect "factories, workshops, mines, and mercantile establishments" and shall report violations Any person: May make complaint 2. Any offense Maximum—\$50	A
	10 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	B
	7 p. m. to 6 a. m.		1. Duty State commissioner of [commerce and] labor and his authorized assistants 2. Any offense Maximum—\$1,000, or imprisonment for 6 months, or work in chain gang for 12 months—any one or more of these punishments	A
	9 p. m. to 6 a. m.		1. Duty State commissioner of commerce and labor: Has duties as specified in C, below 2. Same as in A, above	B

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
GEORGIA —Con- tinued C 1914 Pol s 2141 C 1914 Civ s 3137- 3141 [The provisions tab- ulated in C and D are superseded in so far as they refer to children under 14½ by those given in A, above]	C Any employee [See note in col- umn I]	Cotton or woolen manufacturing establishment <i>Exemptions:</i> In any such establishment, engi- neer, fireman, watchman, me- chanic, teamster, yard em- ployee, member of clerical force, or any help that may be needed to clean up and make necessary repairs or changes in or of machinery		60	
	D Under 21 [See note in col- umn I]	Manufacturing establishment or machine shop other than cot- ton or woolen manufacturing establishment	"From sunrise until sunset"		
HAWAII Revised Laws 1915 s 4197, 4198	A Girl under 16	Manufacturing establishment Mercantile institution Office Laundry Canning establishment Sugar mill Workshop Restaurant Hotel Apartment house Distribution or transmission of merchandise Distribution or transmission of messages			
IDAHO 1911 C 159 s 166, 170, 173 1913 C 77 s 7	A Under 14	Any occupation			

¹ See provision in column IV, which might be construed to constitute a night work prohibition

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		Time (not to exceed 10 days) lost on account of accident or other unavoidable circumstance may be made up	<p>1. Duty State commissioner of commerce and labor: "Shall make investigation concerning the operation of the various laws relating to the safety of the life and limb of employees, especially those concerning the employment of child labor, and of women, and he shall take legal steps looking to the proper enforcement and due observance of such laws"</p> <p>1. Power only Any person with whom contract for longer time for labor is made, or who has knowledge of such a contract: May institute suit</p> <p>2. Each offense Minimum—\$20 Maximum—\$500 (Above penalty is incurred for making or enforcing contract for longer time for labor)</p>	C
"Usual and customary time"	(1)		<p>1. Duty State commissioner of commerce and labor: Has duties as specified in C, above</p> <p>2. [No specific provision]</p>	D
	9 p. m. to 6 a. m.		<p>1. [No specific provision]</p> <p>2. Any offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both</p>	A
	9 p. m. to 6 a. m.		<p>1. Duty State board of education (in cooperation with other departments of the State government) Probation officers or school trustees [or truant officers]: Shall visit "places of employment mentioned" [in 1911 C 159 s 166, 172] and ascertain violations therein, "and they shall bring complaint for offenses under this act to the attention of the prosecuting attorney for prosecution"</p> <p>2. Any offense Maximum—\$50</p>	A

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
IDAHO—Continued 1911 C 159 s 169, 173 1913 C 77 s 7	B Under 16	Any gainful occupation	9	54	
Revised Codes 1908 (Political) title 8 s 1463, 1464 (as amended by 1909 p 4), 1465 1913 C 77 s 7	C Workingmen	Underground mine Underground workings Smelter, ore-reduction works, stamp mill, concentrator, or other place where metallifer- ous ores are being treated, re- fined, and reduced for the pur- pose of obtaining the metals thereof	8		
1913 C 77 s 7 1913 C 86 s 1, 3	D Girl of any age	Mechanical establishment Mercantile establishment Laundry Hotel Restaurant Telegraph establishment Telephone establishment Office Employment by express com- pany Employment by transportation company <i>Exemptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables	9		
ILLINOIS [For public exhibi- tions, see Table 7] Hurd's Revised Statutes 1913 C 48 s 20, 20h, 20l, 20m [For 48 hours in gainful occupa- tions, see provi- sions in B, below]	A Under 14	Any occupation	8		
H R S 1913 C 48 s 20h, 20l, 20l, 20m	B Under 16	Any gainful occupation	8	48	

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed VII	Night work prohibited VIII	Exceptions IX		
	9 p. m. to 6 a. m.		1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	
			1. Same as in A, above 2. [No specific provision, but see penalty in A, above, which would apply to employment of children under 14 at night]	B
		In case of emergency where life or property is in imminent danger	1. Duty State board of education (in cooperation with other departments of the State government): "Shall see to it that the rules relating to * * * health, * * * child labor and child conservation are enforced" [R C s 201 provides for an inspector of mines, but his duties relate only to safety and the gathering of statistics] 2. Any offense Minimum—\$50 or imprisonment, or both Maximum—\$300 or imprisonment for 6 months, or both	C
			1. Same as in C, above, excluding bracketed note 2. Each offense Minimum—\$10 Maximum—\$100	D
	6 p. m. to 7 a. m.		1. Duty State factory inspector, and his assistants and deputies under his supervision Local school board or school authorities: Must report to State factory inspector complaints made to them of violations in most regulated employments [For list, see H R S 1913 ('48 s 20h)] 2. Each offense Minimum—\$5 Maximum—\$100	A
	7 p. m. to 7 a. m.		1. Same as in A, above 2. Same as in A, above	B

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
ILLINOIS—Con- tinued H R S 1913 C 48 s 121-123	C Girl of any age [Over 16—See provisions in B. above]	Mechanical establishment Mercantile establishment Factory Laundry Hotel Restaurant Telegraph establishment or office thereof Telephone establishment or of- fice thereof Place of amusement Employment by express, trans- portation, or public utility business or common carrier Public institution	10		
INDIANA Burns' Annotated Statutes 1914 s 8022b, 8022c, 8022f, 8042	A Under 16	Any gainful occupation <i>Exemptions:</i> Farm work Domestic service	1 8 2 9	1 48 2 54	
B A S 1914 s 8021, 8023, 8031, 8038, 8042, 8044, 8045 [The provisions tab- ulated in B are apparently super- seded in regard to children under 16 by the later pro- visions given in A, above] [It may be that the penalty for "first offense" given in B-X does not in- clude imprison- ment as stated, but the law is not clear]	B Boy under 16 Girl under 18 [See note in col- umn I]	Manufacturing establishment Mercantile establishment Laundry Renovating works Bakery Printing office	10	60	
	C Girl of any age	Employment in any capacity for the purpose of manufacturing			
	D Any employee	Same as in B, above			

1 Without written consent of parent or guardian
2 With written consent of parent or guardian

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
			1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	
			1. Duty State department of factory inspection 2. Each offense Minimum—\$25 Maximum—\$100	C
	6 p. m. to 7 a. m.		1. Duty State industrial board 2. First offense Minimum—\$5 or \$5 and imprisonment Maximum—\$200 or \$200 and imprisonment for 10 days 2. Subsequent offense Minimum—Imprisonment for 10 days Maximum—Imprisonment for 30 days [It may be that the penalty for "subsequent offense" would include also a fine of from \$5 to \$200, but the law is not clear]	A
[See provisions in D. below]	[See provisions in C, below]	More hours allowed to make shorter working-day on last day of week, but hours must not exceed average of 10 per day for total working-days per week	1. Duty State industrial board 1. Power only Any person: May make complaint 2. First offense Maximum—\$50 or \$50 and imprisonment for 10 days [See last note in column I] 2. Second offense Maximum—\$100 or \$100 and imprisonment for 10 days 2. Third offense Minimum—\$250 and imprisonment Maximum—Fine and imprisonment for 30 days	B
	10 p. m. to 6 a. m.		1. Same as in B, above 2. Same as in B, above, including bracketed note	C
1 hour *			1. Same as in B, above 2. Same as in B, above, including bracketed note	D

* In special cases, for good cause shown, State industrial board may issue permit allowing shorter time

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References	Application of act		Time of work		
	Age	Occupations or establishments <i>Exemptions</i>	Maximum hours		Days per week permitted
			Per day	Per week	
I	II	III	IV	V	VI
IOWA [For street trades, see Table 6] [For public exhibitions, see Table 7] Code 1879 Supplement 1913 s 2477-e, 2477-f C1897 Supplemental Supplement 1915 s 2473, 2477-a, 2477-c	A Under 16 [14 to 16]	Manufacturing establishment Mine Factory Mill Shop Laundry Slaughterhouse or packing house Store or mercantile establishment where more than 8 persons are employed Operating freight or passenger elevator Livery stable Garage Place of amusement Distribution or transmission of merchandise Distribution or transmission of messages	8	48	
	B Under 18	In any city of 10,000 or over: Transmission, distribution, or delivery of goods or messages			
KANSAS [For public exhibitions, see Table 7] General Statutes 1909 s 5094, 5095, 5097, 5098, 8017, 8020 1913 C 217 s 3 [Industrial welfare commission may fix standard hours of labor for women and minors—1915 C 275 s 3, 17]	A Under 16 [14 is the minimum age for employment in most of these occupations—See Table 1, A]	Factory Workshop Theater Packing house Operating elevator Mine Distribution or transmission of messages Distribution or transmission of merchandise [“Any business or service whatever” may be included, but law is not clear] <i>Exemptions:</i> Factory or workshop owned or operated by parent	8	48	
KENTUCKY [For street trades, see Table 6] [For public exhibitions, see Table 7] Statutes 1915 s 33a.2, 331a.7, 331a.8, 331a.16, 2978c.7	A Under 16	Mercantile establishment Factory Mill Workshop Store Office Printing establishment Bakery Laundry Restaurant Hotel Apartment house Theater Motion-picture establishment Distribution or transmission of merchandise Distribution or transmission of messages	8	48	6

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
30 minutes after 5 hours' work	6 p. m. to 7 a. m.		<p>1. Enforcing authorities—Duty; Power only</p> <p>2. Penalty for employer, etc.</p>	
			<p>1. Duty Commissioner of State bureau of labor statistics</p> <p>1. Power only Deputies of commissioner of State bureau of labor statistics (including factory inspectors), State mine inspectors, county attorneys, mayors, chiefs of police and their deputies, city and town marshals, sheriffs and their deputies, or any person authorized by judge of court of record: May inspect establishments Any person: May make complaint</p> <p>2. Any offense Maximum—\$100 or imprisonment for 30 days</p>	A
	10 p. m. to 5 a. m.		<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B
	6 p. m. to 7 a. m.		<p>1. Duty State commissioner of labor and industry: Shall "cause to be enforced all laws regulating the employment of children, minors and women"</p> <p>2. Any offense Minimum—\$25 or imprisonment for 30 days Maximum—\$100 or imprisonment for 90 days</p>	A
	6 p. m. to 7 a. m.		<p>1. Duty State labor inspectors, under the direction of the commissioner of agriculture, labor, and statistics: Shall inspect specified establishments [For list, see St 1915 s 33a.2]; Shall report to State and county attorney any violations occurring</p> <p>Truant officers: May inspect establishments named in A-III; Shall report violations to superintendent of schools, State labor inspector, or other authorized officer</p> <p>2. First offense Minimum—\$15 Maximum—\$50</p> <p>2. Second offense Minimum—\$15 or imprisonment, or both Maximum—\$100 or imprisonment for 30 days, or both</p> <p>2. Subsequent offense Minimum—\$200 or imprisonment for 30 days, or both</p>	A

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
KENTUCKY— Continued St 1915 s 33a. 2, 331a. 8, 331a.11, 331a.16, 2978c. 7	B Under 21	In any city of the first, sec- ond, or third class: Messenger for telegraph, tele- phone, or messenger company in the distribution, transmis- sion, or delivery of goods or messages			
St 1915 s 33a.2, s 4866b. 1, 4866b.7	C Girl under 21	Any gainful occupation <i>Exemptions:</i> Domestic service Nursing	10	60	
St 1915 s 33a. 2, 4866b. 2, 4866b.7	D Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Bakery Factory Workshop Store Hotel Restaurant Telephone exchange Telegraph office	10	60	
LOUISIANA [For public exhibi- tions, see Table 7] [For maximum hours 8 per day for stationary fire- man in certain establishments, see 1912 A 245 s 1, 3-5] Wolff's Revised Laws Supplement 1908-1904 v 3 p 412;	A Boy under 16 Girl under 18	Any occupation			

OF LABOR—Continued

notes on pp. 457-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	9 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above (Above penalty applies only to violations in regard to children under 16)	B
			1. Same as in D, below 2. Same as in D, below	C
			1. Duty State labor inspectors, under the direction of the commissioner of agriculture, labor, and statistics: Has duties as specified in A, above 2. First offense Minimum—\$25 Maximum—\$50 2. Subsequent offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 90 days, or both	D
	7 p. m. to 6 a. m.	Stores and mercantile establishments on Saturday nights or during 20 days before Christmas	1. Duty State commissioner of labor and assistant commissioners Parish, city, or town factory inspectors (including New Orleans factory inspector) Supervisor of minerals: Shall enforce provisions of law pertaining to mining 2. Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 6 months, or both	A

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
LOUISIANA— Continued 1903 A 155 s 2-3 (as amended by 1914 A 186) W R L Supp 1904- 1908 v 3 p 414; 1908 A 301 s 1 (as amended by 1914 A 133 s 2), 3-5, 23 (as amended by 1912 A 61) 1910 A 254 s 2 [For earlier law re- quiring 30 min- utes mealtime for employees in all retail occupations where girls are employed, see W R L 1904 v 1 p 992; 1900 A 55 s 2]	B Boy under 18 Girl of any age	Manufacturing establishment Mercantile establishment Mill Factory Mine Packing house Workshop Laundry Millinery store Dressmaking store Hotel Restaurant Theater Concert hall Place of amusement where in- toxicating liquors are made or sold Bowling alley Boot-blackening establishment Operating freight or passenger elevator Transmission or distribution of messages, whether telegraph, telephone, or any other mes- sages Transmission or distribution of merchandise "Any other occupation whatso- ever"	10	60	
W R L Supp 1904- 1908 v 3 p 412; 1908 A 155 s 2-3 (as amended by 1914 A 186) W R L Supp 1904- 1908 v 3 p 426; 1904 A 195 s 1, 2	C Any employee	In any city of more than 50,000: Clerk in retail business or retail department store or retail establishment			
W R L 1904 v 1 p 992; 1900 A 55 s 2, 3 W R L Supp 1904- 1908 v 3 p 412; 1908 A 155 s 2-3 (as amended by 1914 A 186)	D Any employee	Retail business where female labor or female clerks are em- ployed			
MAINE Revised Statutes 1903 C 40 s 48 (as amended by 1911 C 55), 49 (as amended by 1911 C 143), 50 1911 C 65 s 2, 11 [Female past minor- ity is subject to provisions tabu- lated in A unless on voluntary con- tract for extra com- pensation, addi- tional hours not to exceed 6 in 1 week or 60 in 1 year]	A Boy under 16 [14 to 16] Girl under 18 [14 to 18]	Manufacturing establishment Mechanical establishment <i>Exemptions:</i> Manufacturing establishment or business, the materials and products of which are perish- able and require immediate la- bor thereon to prevent decay or damage	10	58	

OF LABOR—Continued

notes on pp. 467-473 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
1 hour; 30 minutes on request of two-thirds of employees		Same as in A, above	1. Same as in A, above 2. Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 6 months, or both	B
1 hour			1. Duty State commissioner of labor and assistant commissioners 2. Any offense Minimum—\$25 Maximum—\$100	C
30 minutes			1. Same as in C, above 2. Same as in C, above	D
		Exception to hours per day but not per week: Overtime allowed to make repairs to prevent interruption of ordinary running of machinery, or to make a shorter day's work for 1 day of week Time lost on previous day of same week on account of stopping of machinery may be made up by person losing same	1. Duty State commissioner of labor [and industry] 2. Each offense Minimum—\$25 Maximum—\$50	A

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
MAINE—Continued [The provisions tab- ulated in A to C, inclusive, are in- consistent with those of the later law given in D to G, inclusive, and would be super- ceded by the lat- ter provisions, but the latter act is now suspended in accordance with the constitution by reason of the referendum, its acceptance or re- jection to be de- termined by a vote of the peo- ple ¹]	B Boy minor over 16 [16 to 21]	Establishments same as in A, above <i>Exemptions:</i> Same as in A, above	10		
	C Girl minor over 18 [18 to 21]	Establishments same as in A, above <i>Exemptions:</i> Same as in A, above	10	58	
1905 C 123 s 1 (as amended by 1915 C 320 s 1), 2 (as amended by 1915 C 320 s 4) 1911 C 65 s 2, 11 1915 C 350 s 1, 2, 3, 4, 7, 8 [The law tabulated in D to G, inclu- sive, has been sus- pended in accord- ance with the con- stitution by rea- son of the referen- dum, petitions requesting the same having been duly filed. Its ac- ceptance or rejec- tion will be deter- mined by a vote of the people. ¹ If accepted it will supersede the pro- visions tabulated in A, B, and C	D Boy under 16 Girl of any age	Manufacturing establishment Mechanical establishment Factory Workshop Laundry <i>Exemptions:</i> Manufacturing establishment or business, the materials and products of which are perish- able and require immediate labor thereon to prevent de- cay thereof or damage thereto	9	54	
	E Under 16	Occupations or establishments same as in D, above <i>Exemptions:</i> Same as in D, above			

¹ On Oct. 1, 1915, no vote had been taken

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		<p>More hours permitted for extra compensation on voluntary contract made with consent of parent or guardian</p> <p>Exception to hours per day but not per week:</p> <p>Same as in A, above, except that it is not certain from the reading of the law whether or not the first exception applies here</p>	<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B
		<p>Without special contract, exception to hours per day same as in A, above</p> <p>More hours, not to exceed 6 in 1 week or 60 in 1 year, permitted for extra compensation, on voluntary contract made with consent of parent or guardian</p>	<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	C
		<p>More hours allowed to make shorter work-day on 1 day of week</p> <p>Other exceptions same as in E below</p>	<p>1. Duty.</p> <p>State commissioner of labor [and industry]</p> <p>Agents for the protection of children, sheriffs, deputy sheriffs, police officers, and constables:</p> <p>Shall enforce any act concerning the protection of children</p> <p>2. First offense</p> <p>Minimum—\$25</p> <p>Maximum—\$50</p> <p>2. Second offense</p> <p>Minimum—\$50</p> <p>Maximum—\$200</p> <p>2. Subsequent offense</p> <p>Minimum—\$250</p> <p>Maximum—\$500</p>	D
	6 p. m. to 6.30 a. m.	<p>In case of emergency where there is danger to property, life, public safety, or public health, and in case of extraordinary public requirement, provisions do not apply to employers engaged in public service</p>	<p>1. Same as in D, above</p> <p>2. Same as in D, above</p>	E

TABLE 4.—HOURS

(In reading this analysis, the explanatory

OF LABOR—Continued.

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		More hours allowed between December 17th and 24th, and during the 8 days previous to Easter in millinery shops or stores Other exceptions same as in E, above	1. Same as in D, above 2. Same as in D, above	F
1 hour after 6 hours' work ¹			1. Same as in D, above 2. Same as in D, above	G
			1. Duty State bureau of statistics and information 2. Any offense Minimum—\$100	A
	8 p. m. to 8 a. m.		1. Power only Attendance officers: "May visit all establishments where minors are employed * * * and ascertain whether any minors are employed therein contrary to law" [This provision is found in the compulsory education law and is apparently limited to certain counties—See Table 5, note in column I] 2. Each offense Minimum—\$100 or imprisonment for 10 days, or both Maximum—\$500 or imprisonment for 10 days, or both	B
	10 p. m. to 6 a. m.		1. Duty Chief of State bureau of statistics and information Inspectors of factories, attendance officers, and other authorized officers 1. Power only Any person: May make and prosecute complaints 2. First offense Maximum—\$50 2. Second offense Maximum—\$200 or imprisonment for 30 days, or both	C

¹ 6½ hours without interval allowed if workday ends at 1.30 p. m.

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
MARYLAND— Continued A C 1911 v 3 (1914) art 100 s 51, 53–55	D Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Printing establishment Baking establishment Laundering establishment <i>Exemptions:</i> Employment in the canning or preserving or preparing for canning or preserving of per- ishable fruits and vegetables	10 18	60	
A C 1911 v 2 (1911) art 100 s 1–3 A C 1911 v 3 (1914) art 77 s 166	E Boy under 21 Girl of any age	Employment with corporation or manufacturing company in- corporated under laws of Mary- land, engaged in manufactur- ing cotton or woolen yarns, fabrics, or domestics	10		
Public Local Laws 1888 art 1 s 194, 195, 196–197 (as reenact- ed by 1902 C 124), 200 (as reenacted by 1902 C 124), 200q subsection F (as added by 1902 C 124)	F Workingmen	Mine in Allegany or Garrett County where 10 or more per- sons are employed in any 24- hour period	10		

¹ If any part of work is done before 6 a. m. or after 10 p. m.

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
Where 3 or more females are employed, $\frac{1}{2}$ hour after 6 hours' work, but $6\frac{1}{2}$ hours without interval allowed if employee is not permitted to work remainder of day		In Allegany County, 12 hours a day permitted for 6 weeks, "to meet the exigencies of exceptional seasonable demands," in establishments in which the working-day for entire year averages not more than 9 hours and the entire force is employed on full time for the entire year, and in which for 4 months immediately preceding there has been a working-day of less than 9 hours	<p>1. Duty Female inspector and assistants: Shall inspect establishments and cause act to be enforced therein; Shall report violations to State's attorney and grand jury</p> <p>2. First offense Maximum—\$100</p> <p>2. Subsequent offense Maximum—\$1,000 or imprisonment for 1 year, or both</p>	D
			<p>1. Same as in B, above, including bracketed note [For enforcement which would be applicable in so far as these establishments are covered by those listed in A-III, see A-X, above]</p> <p>2. Each offense Minimum—\$100</p>	E
		More hours allowed for extra compensation, on contract	<p>1. Duty Mine inspector: Shall inspect in order "to see that all the provisions of this act are * * * carried out;" Shall report violations to county grand jury, who shall summon mine inspector before it at each term of court County courts: Shall call the enforcement section to the attention of the grand jury at each term of court</p> <p>2. Any offense Maximum—\$50 [See also P. L. L. 1888 art 1 s 200p (as added by 1902 C 124 and amended by 1904 C 243) for general penalty apparently applicable]</p>	F

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
MASSACHU- SETTS [For street trades, see Table 6] [For public exhibi- tions, see Table 7] Revised Laws 1902 C 108 s 8 (as amended by 1907 C 413) 1909 C 514 s 17 (as amended by 1912 C 191), 48 (as amended by 1915 C 57), 49, 51, 56 (as amended by 1913 C 831 s 1), 62 (as amended by 1913 C 779 s 20), 68- 71 1912 C 726 s 5, 11 1913 C 831 s 8-10, 17, 18, 20 [The provisions tab- ulated in D are partially super- seded by the later law given in C; those in E are ap- parently super- seded by the same law except as to women over 21; those in F ap- parently apply only to boys 18 to 21, since hours of boys under 18 and girls under 21 are further re- stricted by the provisions in C]	A Under 14	Any occupation			
	B Under 16	Manufacturing establishment Mechanical establishment Mercantile establishment Factory Workshop Barber shop Bootblack stand or establish- ment Public stable Garage Brickyard Lumberyard Telephone exchange Telegraph office Messenger office Construction or repair of buildings Contract or wage-earning indus- try carried on in tenement or other houses	8	48	6
	C Boy under 18 Girl under 21	Same as in B, above	10	54	6
	D Boy under 18 Girl of any age [See note in col- umn I]	Manufacturing establishment Mechanical establishment Mercantile establishment Factory Workshop Telegraph office Telephone exchange Employment by express com- pany Employment by transportation company <i>Exemptions:</i> Manufacturing establishments where employment is by sea- sons are allowed to extend hours to 58 per week, aver- aging not more than 54 per week for year, excluding Sun- days and holidays	10	54	
	E Boy under 18 Girl of any age [See note in col- umn I]	"In any capacity for the pur- pose of manufacturing"			

¹ Cases of extraordinary emergency [danger to property, life, public safety, or public health] or extraor-
dinary public requirement

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	6 p. m. to 6.30 a. m.		1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	
	6 p. m. to 6.30 a. m.		1. Same as in B, below 2. Same as in B, below	A
	6 p. m. to 6.30 a. m.		1. Duty Inspectors of State board of labor and industries 2. First offense Minimum—\$10 or imprisonment, or both Maximum—\$50 or imprisonment for 30 days, or both 2. Subsequent offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (Any offense—After notification by enforcing officer, each day's violation a separate offense)	B
	10 p. m. to 5 a. m. (6 p. m. to 5 a. m. in manufacture of textiles)	In case of extraordinary emergency or extraordinary public requirement, provisions as to hours do not apply to minors over 18 in occupations furnishing public service	1. Same as in B, above 2. Same as in B, above	C
		In certain cases, 1 more hours allowed in occupations furnishing public service or in other business where State board of labor and industries decides that public necessity or convenience requires employment by shifts Time (not less than 30 consecutive minutes) lost by stopping of machinery on previous working-day of same week may be made up [See also <i>Exemptions</i> in column III]	1. Same as in B, above 2. Any offense Minimum—\$50 Maximum—\$100	D
	Same as in C, above		1. Same as in B, above 2. Each offense Minimum—\$20 Maximum—\$50	E

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
MASSACHU- SETTS—Con- tinued	F Under 21 (See note in col- umn I)	Messenger for telegraph, tele- phone, or messenger company in distribution, transmission, or delivery of goods or mes- sages <i>Exemptions:</i> Delivery to a newspaper office of messages directly connected with business of conducting or publishing a newspaper			
	G Boy under 18 Girl of any age	Factory or workshop where 5 or more women or children 14 to 18 are employed <i>Exemptions:</i> Iron works, glass works, paper mill, letterpress establish- ment, print works, bleaching works, dye works; any other factory or workshop where State board of labor and indus- tries with the approval of the governor decides that exemp- tion is necessary on account of continuous processes or spe- cial circumstances, and not injurious to health of women or children employed			
R. L. 1902 C 1858 (as amended by 1907 C 413) 1909 C 514 s 17 (as amended by 1912 C 191) 1912 C 726 s 5, 11 1913 C 619 s 1, 2, 5, 6	II Any employee	Manufacturing establishment Mercantile establishment (These terms shall not be held to include any hotel, restaurant, drug store, livery stable, or garage, or the manufacture or distribution of gas, electricity, milk, or water) <i>Exemptions:</i> Certain employees ²			(3)
MICHIGAN Howell's Annotated Statutes 1913 s 4017 (as amended by 1915 No 255), 4026, 4029, 4032	A Boy under 18 Girl of any age	Place where the manufacture of any kind of goods is carried on or where goods are prepared for manufacturing Mercantile establishment Factory Mill Warehouse Workshop Clothing establishment Dressmaking establishment Millinery establishment Laundry Store Shop Office Restaurant <i>Exemptions:</i> Preserving perishable goods in fruit or vegetable canning es- tablishment	10	34	

² 6½ hours without interval allowed if workday ends at 1 p. m.; 7½, if opportunity for lunch is allowed during employment and workday ends at 2 p. m.

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	10 p. m. to 5 a. m.	In case of extraordinary emergency or extraordinary public requirement, provisions do not apply to minors over 18 in occupations furnishing public service	1. Same as in B, above 2. Same as in B, above	F
30 minutes after 6 hours' work ¹			1. Same as in B, above 2. Same as in D, above	G
			1. Same as in B, above 2. Each offense Fine of \$50	H
			1. Duty State factory inspectors 1. Power only Any citizen: May make complaint 2. Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 60 days, or both	A

¹ Janitors, watchmen; employees engaged in preparation, printing, publication, sale, or delivery of newspapers, or whose Sunday work includes only setting sponges in bakeries, caring for live animals, maintaining fires, caring for machinery, or labor entailed by emergency that could not reasonably have been anticipated

² 24 consecutive hours' rest per week required.

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
MICHIGAN— Continued	B Under 16	Manufacturing establishment Workshop Mine Messenger service <i>Exemptions:</i> Same as in A, above			
	C Under 18	Transmission, distribution, or delivery of messages or mer- chandise			
	D Girl under 18	Manufacturing establishment <i>Exemptions:</i> Same as in A, above			
MINNESOTA General Statutes 1913 s 3819, 3815- 3847	A Under 16	Any gainful occupation	8	48	
G S 1913 s 3819, 3831, 8482	B Any employee [Over 16—See A, above]	[Any occupation] <i>Exemptions:</i> Farm laborers Domestic servants employed by week or month Persons engaged in care of live stock	(1)		
G S 1913 s 3819, 8682	C Under 18 (actu- ally or ap- parently)	Labor of any kind "outside the family of his residence"			
G S 1913 s 3819, 3847, 3849, 8482	D Boy under 18	Messenger for telegraph or mes- senger company in the distri- bution, transmission, or de- livery of goods or messages			

¹ Standard day's work for hire shall be 10 hours, unless a shorter time be agreed upon

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	6 p. m. to 6 a. m.		1. Same as in A, above [1911 A 163 and 1913 A 177 provide for the appointment of mine inspectors, but their duties apparently relate only to safety] 2. Same as in A, above	B
	10 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	C
	6 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above	D
	7 p. m. to 7 a. m.		1. Duty State department of labor and industries 1. Power only Truant officers: May inspect establishments and shall report violations to school authorities and to State commissioner of labor 2. Any offense Minimum—\$25 Maximum—\$50	A
		Extra hours for extra pay permitted in case of persons over 14 [But see bracketed note in column II]	1. Duty State department of labor and industries 2. Any offense (for violation in regard to children under 14) Maximum—\$100 or imprisonment for 3 months	B
	6 p. m. to 7 a. m.		1. Same as in B, above 2. Any offense Minimum—\$50 or imprisonment for 30 days, or both [See G § 1913 s 8482 for maximum penalty for misdemeanor, which might be applicable]	C
	9 p. m. to 5 a. m.		1. Same as in A, above 2. Any offense Maximum—\$100 or imprisonment for 3 months	D

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
MINNESOTA— Continued G S 1913 s 3819, 3851, 3852, 3856, 8482 [The absence of a comma after the word "week" in line 7 of section 3851 makes the limitation to cities of the first or second class ap- pear to apply only to telegraph and telephone estab- lishments, as tab- ulated in G, but the law in its en- tirety, as tabu- lated in E, F, and G, was intended to apply only to such cities, and is not enforced else- where]	E Girl of any age	[See note in column I] Manufacturing establishment Mechanical establishment <i>Exemptions:</i> Employment required in the canning or preserving of per- ishable fruits, grains, or vege- tables where the period of op- erating an establishment re- quiring such employment does not exceed 6 weeks	9	54	
	F Girl of any age	[See note in column I] Mercantile establishment Restaurant, lunch room, or eat- ing house, or kitchen operated in connection therewith	10	58	
	G Girl of any age	In any city of the first or second class: Telegraph establishment Telephone establishment	9	54	
MISSISSIPPI [For public exhibi- tions, see Table 7] 1908 C 99 (as amended by 1912 C 165) s 1, 2, 6, 8 1914 C 163 s 3, 4 1914 C 164 s 9 [1912 C 165 s 9, amending 1908 C 99, which ex- empted fruit can- neries from the provisions tabu- lated in A, was repealed by 1914 C 163 s 8]	A Boy under 16 [12 to 16] Girl under 18 [14 to 18]	Manufacturing establishment Mill Factory Cannery [See note in column I] <i>Exemptions:</i> [1914 C 164 repeals these provi- sions in so far as they relate to "cotton mills and knitting mills" and enacts for such establishments the provisions tabulated in B and C, below]	8	48	
	B Boy under 14 [12 to 14] Girl under 16 [14 to 16]	Cotton mill Knitting mill	8	48	

* Additional lunch period of 20 minutes required for employees working more than 1 hour after 6 p. m.

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
1 hour, unless State commissioner of labor permits a shorter time		Exception to hours per day but not per week: Time (not less than 30 consecutive minutes) lost on previous day of same week, in consequence of stopping of machinery upon which employee was employed or dependent, may be made up Reapportionment of hours to make shorter day's work on one day of week permitted	1. Same as in B, above 2. Same as in D, above	E
Same as in E, above		Exception to hours per day but not per week: 11 hours on Saturdays permitted in retail mercantile establishments Other exceptions same as in E, above	1. Same as in B, above 2. Same as in D, above	F
Same as in E, above		Same as in E, above	1. Same as in B, above 2. Same as in D, above	G
	7 p. m. to 6 a. m.		1. Duty State factory inspector Circuit judge: Shall specially charge grand jury to investigate violations 2. Any offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 60 days, or both (Above penalty applies specifically to employment only in "mill, factory or manufacturing establishment") [1912 C 165 s 9, amending 1908 C 99, which so defined the application of the act as to make the penalties apply to employment in all the establishments listed in column III, was repealed by 1914 C 163 s 8]	A
	7 p. m. to 6 a. m.		1. Duty Same as in A, above, and also, County sheriff 2. Same as in A, above, excluding parenthetical and bracketed notes	B

CHILD LABOR LEGISLATION.

TABLE 4.—HO

[In reading this analysis, the expla

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days week limit VI
			Per day IV	Per week V	
MISSISSIPPI— Continued 163 s 3, 4 164 s 2, 4, 6,	C Any employee not included in B, above [Boy over 14] [Girl over 16]	Same as in B, above	10	60	
163 s 3, 4 165 s 1-3 Provision shall be construed in conflict with C 165—See A, e]	D Girl of any age [Over 18 in such of these employ- ments as are in- cluded in A-III]	Mercantile establishment Laundry Millinery [establishment] Dressmaking [establishment] Store Office Theater Telegraph office Telephone office Any other occupation not enu- merated above <i>Exemptions:</i> Domestic servant	10	60	
157 s 1 (as amended by 1914) Further amend- ment to 1912 C 157, approved on same terms as above amendment, accepting certain exceptions if only are employed, 1912 C 157 s 1 (as amended by 1914 s 1)] 157 s 2 (as amended by 1914) 163 s 3, 4	E Any employee [This provision is applicable only to such em- ployees as are not covered by provisions tabu- lated in A, B, C, and D]	Manufacturing [establishment] Repairing [establishment]	10	(1)	
LOUISIANA Public exhibi- tion, see Table 7] Revised Statutes of 1916 s 1716 (as amended by 1911 s 2), 1726 (as amended by 1911 p 109 v 2 s 7824,	A Under 16	Any gainful occupation	8	48	

1 "60 hours shall constitute a full week's work."

LABOR—Continued

a pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Time described	Night work prohibited	Exceptions		
VII	VIII	IX	X	
			1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	
			1. Same as in B, above, except that duties of factory inspector relate only to establishments where women and children are employed 2. Any offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 60 days, or both (Above penalty is incurred for illegal employment of "child")	C
		In case of emergency or where public necessity requires	1. Duty State factory inspector 2. Each offense Minimum—\$10 or imprisonment for 5 days, or both Maximum—\$50 or imprisonment for 30 days, or both (Each day's violation a separate offense)	D
		In case of emergency or "where the public necessity requires in such departments" 20 minutes overtime per day allowed for 5 days to make shorter day's work on last day of week	1. Duty State factory inspector: "Shall enforce the laws of the State in factories and other establishments where women and children are employed" 2. Each offense Minimum—\$10 Maximum—\$50 (Each day's violation a separate offense)	E
	7 p. m. to 7 a. m.		1. Duty State factory inspector: In cities of 10,000 or over "shall enforce all laws relating to the inspection" of factories, warehouses, freight depots, machine shops, laundries, tenement workshops, bakeshops, hotels, restaurants, bowling alleys, theaters, concert halls or places of public amusement, and other manufacturing, mechanical, and mercantile establishments and workshops 2. Any offense Maximum—\$100 or imprisonment for 1 year, or both (Each day's violation a separate offense)	A

TABLE 4.—HOURS
[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
MISSOURI— Continued R S 1909 v 2 s 7815 (as reenacted by 1913 p 400), 7816 (as reenacted by 1911 p 311), 7816a (as added by 1913 p 401)	B Girl of any age	Manual or physical work, or stenographic or clerical work in the following estab- lishments or places: Manufacturing establishment Mechanical establishment Mercantile establishment Factory Workshop Laundry Bakery Restaurant Place of amusement Employment by any of the following: Express or transportation or public utility business Common carrier Public institution <i>Exemptions:</i> Telegraph company Telephone company “(annring or packing plants in rural communities, or in cities of less than 10,000 inhabitants wherein perishable farm prod- ucts are canned, or packed, shall be exempt” for 90 days a year	9	54	
R S 1909 v 2 s 8437, 8438	C Any employee	Mining for minerals, coal, or any valuable substance, or mak- ing underground excavations while searching for same	8		
R S 1909 v 2 s 7813, 7814, 7814a (as added by 1913 p 399), 7814b (as added by 1913 p 400), 7824, 7825	D Any employee	Mining, mechanical, chemical, manufacturing, or smelting business in mills or plants while engaged in crushing rocks and mine products, smelting, etc. Silica mining, plate-glass manu- facturing, or smelting business in mines, mills, factories, or plants	8		
R S 1909 v 2 s 7862, 7868, 7869	E Any employee	Biscuit, bread, pastry, or cake bakery or confectionery es- tablishment			6
	F Under 16	Bakeshop or confectionery shop [But see provisions in A, above]			
MONTANA Revised Codes 1907 s 1660, 1669 1913 C 108 s 1, 3	A Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Telephone exchange room Office Telegraph office Laundry Hotel Restaurant	9		

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CHILD LABOR LEGISLATION.

TABLE 4.—H

[In reading this analysis, the expl

ate ferences I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Day wee mi
			Per day IV	Per week V	
ANA—Con- d 7 s 1660, 1669 5 s 1, 2	B Any employee	In any city or town of 3,000 or over: Telephone operator on any line of public telephone	9		
ution art 18 s 7 s 1660, 1669, as amended (1 C 21), 1737, 20 s 5 imilar law ng 8 hours a day's work y mine or in- on for the nent of ores oal, see R C 1739, 1740]	C Workingmen	Underground mine or under- ground workings, including railroad or other tunnel Smelter, stamp mill, sampling works, concentrator, or any other institution for the ro- duction of ores and refining of ores or metals	8		
ASKA blic exhibi- see Table 7] d Statutes 3584, 3585	A Under 16	Manufacturing establishment Mercantile institution Factory Workshop Theater Concert hall Place of amusement Store Office Hotel Laundry Packing house Bowling alley Passenger or freight elevator Beet field Messenger for any of above Driver for any of above	8	48	
3 s 3584 (as ded by 1915 3567	B Girl of any age [Over 16 in such of these employ- ments as are in- cluded in A- III]	In metropolitan cities, in cities of the first class having more than 40,000 and less than 100,000 inhabitants, in cities of the first class having less than 40,000 and more than 25,- 000 inhabitants, in cities of the first class having more than 5,000 and less than 25,000 inhabitants: Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Hotel Restaurant Office Employment by public service corporation	9	54	

LABOR—Continued

a pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Legal time described	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		Overtime allowed "for the purpose of relieving another employee in case of sickness or other unforeseen cause"	1. Same as in A, above 2. Any offense Minimum—\$100 Maximum—\$500 (Each day's violation a separate offense)	B
		In case of emergency where life or property is in imminent danger	1. Duty State coal mine inspector: As to coal mines [State mine inspector must inspect mines, but his duties apparently relate only to safety—See R C 1907 s 1713, 1720] State bureau of child and animal protection: Has duties and powers as specified in A, above 2. Each offense Minimum—\$100 or imprisonment for 1 month, or both Maximum—\$500 or imprisonment for 6 months, or both	C
	8 p. m. to 6 a. m.		1. Duty State deputy commissioner of labor Truant officers 1. Power only Any person: May cause enforcement 2. Each offense Maximum—\$50	A
	10 p. m. to 6 a. m.	Employment by public service corporation permitted between 10 p. m. and 6 a. m.	1. Duty State deputy commissioner of labor 2. Each offense Minimum—\$20 Maximum—\$50	B

TABLE 4.—HO

[In reading this analysis, the explan

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days week mitt VI
			Per day IV	Per week V	
NEVADA 1913 C 232 s 7-9 1915 C 203 s 4, 8, 9, 13	A Boy under 16 Girl under 18	Any gainful occupation <i>Exemptions:</i> Domestic service "Work on a farm"	8	48	
	B Under 18	In any incorporated city or town: Messenger for telegraph or mes- senger company in the dis- tribution, transmission, or delivery of goods or messages			
Revised Laws 1912 s 6550, 6560 1915 C 203 s 4, 8, 9, 13	C Any employee	Mill or other institution wherein plaster or cement is manu- factured	8		
R L 1912 s 1941, 1942 1915 C 203 s 4, 8, 9, 13	D Any employee	Employment on or about the surface or surface workings of underground mine workings	8		
R L 1912 s 6554-6558 1915 C 203 s 4, 8, 9, 13	E Workingmen	Underground mine Underground workings Smelter or other institution for the reduction or refining of ores or metals Open-pit or open-cut mine	8		
NEW HAMPSHIRE [For public exhibi- tions, see Table 7] Public Statutes 1901 C 93 s 15 (as amended by 1901 C 61) 1911 C 162 s 5, 6 (as amended by 1913 C 224 s 2), 16, 17, 20 1911 C 198 s 2	A Under 16	Any gainful occupation <i>Exemptions:</i> Domestic service "Work on a farm" [See also A-IX]	11	58	
	B Girl 16 to 18	Occupations same as in A, above <i>Exemptions:</i> Same as in A, above, excluding bracketed note [See also B-VIII]	11	58	
	C Under 18	Messenger for telegraph, tele- phone, or messenger company, in the distribution, transmis- sion, or delivery of goods or messages			

OF LABOR—Continued

notes on pp. 457-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
			1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	
			1. Duty State labor commissioner 2. Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
	10 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	B
		In case of emergency where life is in im- minent danger or product is liable to loss or damage by delay in treatment	1. Same as in A, above 2. Any offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 6 months, or both	C
		In case of emergency where life or prop- erty is in imminent danger	1. Same as in A, above 2. Same as in C, above	D
		Same as in D, above	1. Same as in D, above 2. Same as in C, above	E
	7 p. m. to 6.30 a. m.	Boy over 12 may "deliver newspaper routes" between 4 p. m. and 8 p. m.; boy over 14 after 5 a. m.	1. Duty State labor commissioner: Shall, "whenever he shall deem it necessary," prosecute violations of laws "regulating the employment of help" Truant officers State superintendent of public in- struction and State inspectors ap- pointed by him and under his su- pervision 2. Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
	7 p. m. to 6.30 a. m. (10 p. m. to 6.30 a. m. in retail store or telephone exchange)		1. Same as in A, above 2. Same as in A, above	B
	10 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	C

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
NEW HAMPSHIRE—Continued P S 1901 C 92 s 18 P S 1901 C 93 s 15 (as amended by 1901 C 61) 1911 C 198 s 2 1913 C 156 s 1 (as amended by 1915 C 164 s 1), 4 1915 C 164 s 2	D Boy under 18 Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Restaurant Confectionery store Employment by express company Employment by transportation company	10½ 18	55 48	
NEW JERSEY [For street trades, see Table 6] [For provision prohibiting night work 7 p. m. to 6 a. m. to children in open-air employments on "age and working certificates," tabulated in Table 6 because it appears to apply chiefly to street trades, but possibly covering other employments, see 1914 C 223 s 13, 17, 18] Compiled Statutes 1910 v 3 Labor s 16 p 3023 (as amended by 1914 C 252 s 1), s 24 p 3025 (as amended by 1914 C 252 s 6), s 60 p 3034 (as amended by 1912 C 117), s 61 p 3035 1914 C 236 s 3 1911 C 136 s 2, 3, 6 (as amended by 1914 C 253 s 2, 3, 6), 15	A Under 16	Factory Workshop Mill Place where the manufacture of goods of any kind is carried on [See C S 1910 v 3 Labor s 16 p 3023 (as amended by 1914 C 60) and (as amended by 1914 C 236 s 2) for provisions which may make these regulations apply also to: Newspaper plant Printery Place where printing is carried on Commercial laundry Mine Quarry]	8	48	6
	B Under 16	Mercantile establishment (Term shall be "construed to apply to any employment of labor other than a factory, workshop, mill or other place where the manufacture of goods of any kind is carried on") [It is not clear whether this definition includes newspaper plants, printeries, places where printing is carried on, commercial laundries, mines, and quarries, or whether the latter are embraced in A, above]	8	48	6

¹ If employed at night work, i. e., if any part of employment on more than 2 days per week is between 8 p. m. and 6 a. m. of the following day. This provision applies only to females

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
1 hour; one and one-fourth hours in mercantile establishments ²		Provisions do not apply to mercantile establishments for 7 days next preceding Christmas, but total hours for regular employees shall not exceed 55 per week for full year Time lost through accident in manufacturing establishments may be made up, provided hours of actual labor do not exceed ten and one-fourth in 1 day	<p>1. Duty State labor commissioner: Has duties as specified in A, above</p> <p>Truant officers: As to employment under 16 in manufacturing, mechanical, and mercantile establishments, if required by district school board; in other establishments, as to employment under 16 during school hours</p> <p>1. Power only State superintendent of public instruction or his deputy: As to employment of minors</p> <p>2. Any offense Minimum—\$50 Maximum—\$100</p>	D
[See provisions in D, below]	7 p. m. to 7 a. m.		<p>1. Duty State commissioner of labor (with supervision and control over assistant and inspectors)</p> <p>2. Any offense Maximum—\$50 or imprisonment for 90 days, or both</p> <p>2. Habitual violation Maximum—\$1,000 or imprisonment for 3 years, or both (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)</p>	A
[See provisions in D, below]	7 p. m. to 7 a. m.		<p>1. Duty State commissioner of labor, assistant commissioner, and inspectors of department of labor Attendance officers or other persons empowered to compel school attendance Police officers Other person designated by law to protect children from cruelty and neglect</p> <p>1. Power only Officer or agent for incorporated society for the protection of children from cruelty and neglect</p> <p>2. Same as in A, above</p>	B

² This provision applies only to females. An additional lunch period of one and one-fourth hours is required for females working after 8 p. m. in mercantile establishments.

CHILD LABOR LEGISLATION.

TABLE 4.—H(

[In reading this analysis, the expl

ate ferences I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Day week mi VI
			Per day IV	Per week V	
JERSEY— nued v 3 Labor s pp 3038, re shall con- p a week's ' in these es- tablishments, but no prohibi- of employ- for longer applies only runs spec- column II] r law tabu- in K, below]	C Boy under 18 Girl of any age [O v e r 16—S e e later law tabu- lated in A, above]	Establishment where the man- ufacture of any goods is carried on (manufacturing establish- ment) Factory Workshop <i>Exemptions:</i> Preserving perishable goods in fruit-canning establishment Factory engaged in the manu- facture of glass	10	55	
73 s 1, 4	D Any employee	Same as in A, above, including bracketed note			
16 s 1, 2, 4,	E Girl of any age [Over 16 in such of these establish- ments as are covered by those listed in A, above]	Manufacturing establish m e n t (any place where articles for use or consumption are regu- larly made) Mercantile establishment (any place where goods, wares, or merchandise are offered for sale) Bakery (all buildings, rooms, or places where biscuits, pies, bread, crackers, cakes, and confectionery are made or manufactured for sale) [See also provisions in F and G, be- below] Laundry Restaurant (any place where re- freshments, both food and drink, and where meals are served to the public) <i>Exemptions:</i> Cannery engaged in packing a perishable product such as fruits or vegetables	10	60	

1 Only 5 hours permitted on Saturday

ABOR—Continued

a pp. 467-473 should be borne in mind]

Time of work—Continued			Enforcement	
al time scribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	6 p. m. to 7 a. m.		<p>1. Duty State inspector of factories: "Shall investigate" violations reported to him or discovered by him</p> <p>2. Each offense Fine of \$100 (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)</p>	C
utes after urs' work		Provision applies to every workday except Saturday	<p>1. [No specific provision]</p> <p>2. First offense Fine of \$100</p> <p>2. Subsequent offense Fine of \$200 (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)</p>	D
	[See provisions in C, above]	Mercantile establishment for the 6 working-days next preceding Christmas	<p>1. Duty State commissioner of labor, assistant commissioner, or inspectors [of department of labor]: Shall investigate and inspect establishments</p> <p>2. First offense Minimum—\$25 Maximum—\$50</p> <p>2. Subsequent offense Minimum—\$50 Maximum—\$200 (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)</p>	E

CHILD LABOR LEGISLATION.

TABLE 4.--I

[In reading this analysis, the ex]

ate ferences I	Application of act		Time of worl		D w I
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		
			Per day IV	Per week V	
JERSEY— nued 27 s 6, 7, 10, provisions do fect but are in addi- to provi- of C S 1910 v or s 16 to 60— rovisions in ove]	F Any employee [Over 16, if these establishments are covered by those listed in A, above—S e e note in column I]	Place where biscuits, pies, bread, crackers, cakes, maca- roni, and other foodstuffs, confectionery, c a n d y, i c e cream, or frozen sweets are manufactured or made for the purpose of sale	10	1 60	
	G Under 16	Same as in F, above			
63 s 1-3	H Under 21 (in cities of the first class) Under 18 (in other mu- nicipalities)	Messenger for telegraph, tele- phone, or messenger company, etc., engaged in the distribu- tion, transmission, or deliv- ery of goods or messages or in the performance of other service			
MEXICO visions]					
YORK reet trades, able 6] dated Laws 3 Labor C 31: 1 s 2 (as ded by 1913 , by 1914 C nd by 1915 ; 3-a s 51-52 ded by 1913 ; 4 s 56 (as ded by 1913 5), 59 (as ded by 1913 ; 6 s 77-78 (as ded by 1912 and by 1913 , 89, 92, 93-b ded by 1913	A Under 16	In any village or city of 3,000 or over: Mercantile establishment Business office Telegraph office Restaurant Hotel Apartment house Theater Place of amusement Bowling alley Barber shop Shoe-polishing establishment Distribution or transmission of merchandise or articles Distribution or transmission of messages Distribution of articles Sale of articles	8	48	

more hours in 1 week permitted than will make an average of 10 hours per day for whole n
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OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement.	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		In case of emergency, 2 hours' overtime per day permitted with extra compensation at usual rate of pay Reapportionment of hours allowed to make shorter work-day on last day of week	1. Duty State commissioner of labor 1. Power only Employee of place covered by act, or officer or representative of any labor union in county: May cause inspection by making written complaint to State commissioner of labor 2. First offense Fine of \$50 2. Subsequent offense Fine of \$100 2. Violation continued after conviction Fine of \$100 (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)	F
	7 p. m. to 7 a. m.		1. Same as in F, above 2. Same as in F, above	G
	10 p. m. to 5 a. m.	State commissioner of labor may grant permits under extraordinary circumstances for the delivery of telegrams or telephone messages between 10 p. m. and 5 a. m.	1. Duty State commissioner of labor and authorized deputies 2. Each offense Fine of \$100 (Any repetition of a violation a separate offense)	H
45 minutes ²	6 p. m. to 8 a. m.	State industrial commission may permit shorter time for noonday meal	1. Duty State industrial commission: Has duty of enforcement in cities of the first or second class; May investigate and make regulations for carrying law into effect Board of health or health commissioners: In cities other than those of the first or second class, and in towns and villages 2. First offense Minimum—\$20 Maximum—\$50 2. Second offense Minimum—\$50 or imprisonment, or both Maximum—\$250 or imprisonment for 30 days, or both 2. Third offense Minimum—\$250 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both	A

² Additional lunch period of 20 minutes required for employees working more than 1 hour after 6 p. m.

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
NEW YORK— Continued Consolidated Laws 1909 v 3 Labor C 31—Continued: Art 8 s 111 (as amended by 1913 C 463); Art 12 s 160, 161 (as amended by 1914 C 331 and by 1915 C 388), 161-a (as added by 1910 C 342) C L 1909 v 4 Penal C 40: Art 120 s 1275 (as amended by 1913 C 349) [For provision fix- ing maximum hours 11 per day, 70 per week, ex- cept that 15 hours may be permitted on last day of week, and requir- ing that 1 hour be allowed for each meal, for boys over 16 employed in grocery stores in cities of the first class, under maxi- mum penalty of fine of \$500 or im- prisonment for 1 year, or both, see C L 1909 v 4 Public Health s 236-a as added by 1915 C 343]	B Under 16	Factory (Term includes bakery or laundry other than home laundry where work is done for family trade)	8		6
	C Boy 16 to 18	Occupations or establishments same as in B, above <i>Exemptions:</i> Canning or preserving perish- able products in fruit and can- ning establishments between June 15 and Oct. 15	9	54	6
	D Girl 16 to 18	Same as in B, above	9	54	6
	E Girl 18 to 21	Occupations or establishments same as in B, above <i>Exemptions:</i> Same as in C, above	9	54	6
	F Girl over 18	Canning or preserving perish- able products in fruit and can- ning establishments between June 15 and Oct. 15	10	60	6
	G Girl over 21	Occupations or establishments same as in B, above <i>Exemptions:</i> Same as in C, above	9	54	6
	H Girl over 21	Same as in B, above			
	I Any employee	Same as in B, above			
	J Girl over 16	In any village or city of 3,000 or over: Mercantile establishment	9	54	6
	K Under 21	In any city of the first or second class: Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages			

1 Additional lunch period of 20 minutes required for employees working more than 1 hour after 6 p. m.

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	5 p. m. to 8 a. m.		1. Duty State industrial commission 2. Same as in A, above	B
	12 midnight to 4 a. m.	1 additional hour per- mitted on 5 days of week in order to make a shorter day or holiday on 1 of the 6 working-days; or irregularly on 3 days per week	1. Same as in B, above 2. Same as in A, above	C
	9 p. m. to 6 a. m.	Same as in C, above	1. Same as in B, above 2. Same as in A, above	D
	9 p. m. to 6 a. m.	Same as in C, above	1. Same as in B, above 2. Same as in A, above	E
		State industrial com- mission may permit 12-hour day and 66- hour week between June 25 and Aug. 5 if said commission finds that such em- ployment is required by the needs of the industry and can be permitted without serious injury to the health of women employed	1. Same as in B, above 2. Same as in A, above	F
		Same as in C, above	1. Same as in B, above 2. Same as in A, above	G
	10 p. m. to 6 a. m.		1. Same as in B, above 2. Same as in A, above	H
60 minutes ¹		Same as in A, above	1. Same as in B, above 2. Same as in A, above	I
	10 p. m. to 7 a. m.	Employment between Dec. 18 and Dec. 25 or for 2 days at any time during year for purpose of stock taking More hours permitted in order to make a shorter workday on 1 or more days of week	1. Same as in A, above 2. Same as in A, above	J
	10 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	K

CHILD LABOR LEGISLATION.

TABLE 4.—E

[In reading this analysis, the ex

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days off per week IV
			Per day IV	Per week V	
NEW YORK— Continued § 4 Public Law 45: § 236 (as amended by 1914 C, 240 subdi- vision 9 (as amended by 1910 C by 1911 C and by 1915 § 4 Penal Law 174 § 1937	L Any employee	Apprentice or employee in pharmacy or drug store		70	
§ 3 Labor Law 2 § 5, 21; § 3-a § 51-52 amended by 1913 § 4 Penal Law 120 § 1271	M Any employee	Making brick in brickyard owned or operated by corpora- tion	(3)		
§ 4 Penal Law 120 § 1271	N Any employee	Employment by person or cor- poration contracting with the State or with a municipal corporation	8		
§ 3 Labor Law 1 § 2 (as amended by 1913 C by 1914 C and by 1915 C § 2 § 8-a (as amended by 1913 C and amended by 1914 C 388 and by 1915 357, and 1; § 3-a § 51-52 amended by 1913 C § 92; § 8 § 111 (as amended by 1913 C § 4 Penal Law 120 § 1275 (as amended by 1913	O Any employee	Factory (Term includes bakery or laundry other than home laundry where work is done for family trade) Mercantile establishment <i>Exemptions:</i> Certain employees ¹			

¹ 1 afternoon and evening off in each week; in addition, 1 full day off in 2 consecutive weeks
10 hours a legal day's work, or 8 hours if contract is with a State or municipal corporation
Work before 7 a. m. shall not be required

OF LABOR—Continued

notes on pp. 457-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		6 hours' overtime permitted for purpose of making shorter succeeding week; but aggregate in any such 2 weeks shall not exceed 132 hours	1. [No specific provision] 2. Any offense Maximum—\$500 or imprisonment for 1 year, or both	I.
	(¹)	Overtime and work before 7 a. m. permitted for extra compensation by agreement between employer and employee	1. Duty State industrial commissioner 2. Each offense Minimum—\$500 Maximum—\$1,000 (If offender is a person contracting with the State or with a municipal corporation, contract shall be revoked ²)	M
			1. [No specific provision] 2. Each offense Minimum—\$500 Maximum—\$1,000 (In addition, contract shall be forfeited at the option of the municipal corporation)	N
		State industrial commission, if practical difficulties or unnecessary hardships result from carrying out provisions, may make variations from requirements provided spirit of the act is observed and substantial justice done	1. Same as in M, above 2. Same as in A, above	O

¹ Janitor; watchman; employee whose duties include not more than 3 hours' work on Sunday in (1) setting sponges in bakeries, (2) caring for live animals, (3) maintaining fires, (4) necessary repairs to boilers or machinery; superintendent or foreman in charge; any employee engaged in industrial or manufacturing process necessarily continuous, in which no employee is permitted to work more than 8 hours a day except during period of shift rotation made not oftener than once each week; any employee in dairy, creamery, milk condensary, milk-powder factory, milk-sugar factory, milk-shipping station, butter and cheese factory, and milk-bottling plant; ice-cream manufacturing plant where not more than 7 persons are employed

² 24 hours' rest required in every 7 consecutive days

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
NORTH CAROLINA Pell's Revisal of 1908 Supplement 1913 C 45A s 1981ee(2), 1981ee(4), 1981ee(5) [For earlier law, per- haps superseded by the provisions tabulated in A, prohibiting night work 8 p. m. to 5 a. m. for child un- der 14, see P R 1908 C 45A s 1981(e) and P R 1908 C 45A s 1981d and C 81 fol- lowing s 3362-3364 (as reenacted by 1915 C 148 s 3)]	A Under 16	Manufacturing establishment Mill Factory			
P R 1908 Supp 1913 C 45A s 1981c (as re- enacted by 1915 C 148 s 3) P R 1908 C 45A s 1981d and C 81 fol- lowing s 3362-3364 (as reenacted by 1915 C 148 s 3)	B Any minor Girl of any age	Factory Manufacturing establishment <i>Exemptions:</i> In any such establishment, engi- neer, fireman, machinist, su- perintendent, overseer, section hand, yard hand, office man, watchman, or repairer of breakdowns		60	
NORTH DAKOTA Compiled Laws 1913 s 1410, 1411, 1413 [For law penalizing employer for per- mitting child un- der 14 to work more than 10 hours per day in manufactory or workshop, etc., see C L 1913 s 10246. But see also Table 1, A, for minimum age of 14 in factory or workshop]	A Under 16	Any gainful occupation	8	48	
C L 1913 s 10246 [The provision tabu- lated in B pro- hibits only "com- pelling" more hours of labor]	B Boy under 18 Girl of any age [See note in col- umn I]	Manufactory Workshop Other place used for mechanical or manufacturing purposes	10		

OF LABOR—Continued

notes on pp. 467-476 should be borne in mind)

Time of work—Continued			Enforcement	
Meal time prescribed VII	Night work prohibited VIII	Exceptions IX		
	9 p. m. to 6 a. m.		1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. X	
			1. Duty County superintendent of public schools: Must investigate violations and report same to the solicitor of the judicial district in which they occurred 2. Any offense Violation a misdemeanor [See P R 1908 C 81 s 3293]	A
			1. [No specific provision] 2. Any offense Violation a misdemeanor punishable at the discretion of the court [See P R 1908 C 81 s 3293] [See note in column I]	B
	7 p. m. to 7 a. m.		1. Duty Peace officers: May inspect mines, factories, workshops, and mercantile establishments; Shall report cases of illegal employment therein to school board or board of education; May make complaint 1. Power only Any person: May make complaint 2. Each offense Minimum—\$20 Maximum—\$50	A
			1. [No specific provision] 2. Any offense Minimum—\$10 Maximum—\$100 [See note in column I]	B

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
OHIO [For public exhibitions, see Table 7] Page and Adams' Annotated General Code 1912 s 871-24 (as added by 1913 p 95), 12993 (as amended by 1913 p 864), 12996 (as amended by 1913 p 864), 12996-1 (as amended by 1913 p 864), 13007-7 (as added by 1913 p 864), 13007-9 (as added by 1913 p 864) [For provisions which originally prescribed ½ hour mealtime after 5 hours' work for boy under 15 and girl under 16 in many employments, but which as printed in the 1913 law apparently have no definite application, see P & A A G C 1912 s 12997]	A	Boy under 16 [15 to 16] Girl under 18 [16 to 18] Mechanical establishment Mercantile establishment Mill Factory Workshop "Tenement house, manufactory or workshop" Store Office Office building Restaurant Boarding house Bakery Barber shop Hotel Apartment house Bootblack stand or establishment Public stable Garage Laundry Place of amusement Club Driver Brick or lumber yard Construction or repair of buildings Distribution, transmission, or sale of merchandise Transmission of messages	8	48	6
	B	Boy under 18 [16 to 18] Girl under 21 [18 to 21] Same as in A, above	10	54	6
	C	Boy under 18 Messenger in connection with telephone, telegraph, or messenger office or company			
P & A A G C 1912 s 871-24 (as added by 1913 p 95), 1008 (as amended by 1913 p 555), 1011, 7771 (as amended by 1914 p 225), 12986 [For maximum of 6 days per week and regulation of night work for girls under 21, with a different penalty, in certain similar establishments, see provision in B, above, which occurs in law approved same date as that tabulated in D and E]	D	Girl over 18 Factory Workshop Telephone office Telegraph office Millinery establishment Dressmaking establishment Restaurant Distribution or transmission of messages Mercantile establishment (located in any city) <i>Exemptions:</i> Cannery or establishment engaged in preparing for use perishable goods	10	54	
	E	Girl of any age Factory Workshop Business office Telephone office Telegraph office Restaurant Bakery Millinery establishment Dressmaking establishment Mercantile establishment Other establishments <i>Exemptions:</i> Same as in D, above			

¹ In establishments where lunch rooms are provided

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
[See note in column I]	6 p. m. to 7 a. m.		<p>1. Duty Factory inspectors [State industrial commission] Truant officers Other officers charged with enforcement of laws relating to employment of minors</p> <p>1. Power only Any person: May prosecute violations</p> <p>2. First offense Minimum—\$5 Maximum—\$50</p> <p>2. Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both</p> <p>2. Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both</p>	A
[See note in column I]	10 p. m. to 6 a. m.		<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B
[See note in column I]	9 p. m. to 6 a. m.		<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	C
[See provisions in E, below]			<p>1. Duty State industrial commission Truant officers</p> <p>2. Any offense Minimum—\$25 Maximum—\$200 (Any person convicted of a violation of any law relating to employment of minors, who again violates any such law, shall be imprisoned for not less than 10 nor more than 30 days)</p>	D
30 minutes ¹ 1 hour ²			<p>1. Same as in D, above</p> <p>2. Same as in D, above</p>	E

¹In establishments where it is impracticable to provide lunch rooms

CHILD LABOR LEGISLATION.

TABLE 4.—HC

[In reading this analysis, the expl

ate ferences I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Day week mt V
			Per day IV	Per week V	
Continued A G C 1912 21 (as added 13 p 95)	F [Power of commission e x t e n d s over all em- ployees]	[State industrial commission may regulate hours of labor of employees in every employ- ment and place of employment “with regard to the health and welfare of * * * employees to such extent as the nature of the employment will reason- ably permit, not inconsistent with law”]			
HOMA blic exhibi- see Table 7] Laws 1910 s 3732, 3733, 3745	A Under 16	Any gainful occupation <i>Exemptions:</i> Agriculture Domestic service	8	48	
	B Boy under 16 Girl under 18	Factory Factory-workshop Theater Bowling alley Pool hall Steam laundry Any occupation [not prohibited by law to boys under 16 or girls under 18; see Table 1, C to E] which is injurious to health or morals or especially hazardous to life or limb—See Table 1, B			
ution art 23 0 s 3951, 3952, 4014	C Any employee	Underground in any mine	18		
0 s 3703 (as ded by 1911 s 1) 48 s 1, 2, 4	D Girl of any age	The following, in cities of 5,000 or over: Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Bakery Hotel Restaraunt Office building Warehouse Telephone establishment Office Printing establishment Bookbindery Theater Showhouse Place of amusement <i>Exemptions:</i> Registered pharmacist Nurse Stenograher	9		

1 “8 hours shall constitute a day’s work”

OF LABOR—Continued

notes on pp. 457-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
			[See column III]	F
1 hour			1. Duty State commissioner of labor 2. Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 30 days, or both	A
	6 p. m. to 7 a. m.		1. Same as in A, above 2. Same as in A, above	B
		In case of emergency	1. Duty District mine inspectors, under supervision and control of State mine inspector 2. Any offense Maximum—\$500 or imprisonment for 6 months, or both (Above penalty is incurred for "neglect, failure or refusal to perform any of the duties required by" the chapter which includes this provision)	C
		In time of great disaster, calamity, or epidemic, telephone establishments may work operators, with their consent, for more hours, provided double pay is given for overtime In case of emergency in hotels or restaurants, 10 hours allowed with employee's consent provided double pay is given for overtime	1. Duty State commissioner of labor: Shall carry into effect all laws in relation to labor, in regard to transportation, mechanical, and manufacturing industries 2. Any offense Minimum—\$50 or imprisonment for 5 days, or both Maximum—\$200 or imprisonment for 30 days, or both	D

CHILD LABOR LEGISLATION.

TABLE 4.—HOU

[In reading this analysis, the explan

ate ferences I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days week mitt VI
			Per day IV	Per week V	
ON Oregon Laws s 4121 (as ded by 1911 , 5016, 5026 amended by C 138), 5032- (as amended 911 C 138), (as amended 11 C 138) below, and ote, for rul- of industrial re commis- which affect regulations]	A Under 16 [See note in col- umn I]	Any occupation	10		
	B Under 18	Messenger for telegraph or mes- senger company or anyone en- gaged in such a business in the distribution, transmission, or delivery of goods or messages			
1910 s 5016, 5039 below, and ote, for rul- of industrial re commis- which affect regulations]	C Girl of any age [Over 16—See pro- visions in A, above] [See note in col- umn I]	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Hotel Restaurant Telegraph establishment or office Telephone establishment or office Employment by express com- pany Employment by transportation company	10	60	
1910 s 5016 102 s 1-3	D Any employee [For regulations governing child under 16, and female in manu- facturing and mechanical es- tablishments, see provisions in A and C, above]	Manufacturing establishment Mill Factory <i>Exemptions:</i> Watchman	10		

LABOR—Continued

pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Actual time described	Night work prohibited	Exceptions		
VII	VIII	IX	X	
minutes	6 p. m. to 7 a. m.		<p>1. Enforcing authorities—Duty; Power only</p> <p>2. Penalty for employer, etc.</p>	
			<p>1. Duty</p> <p>State commissioner of labor statistics and inspector of factories and workshops:</p> <p>Has duties as specified in C, below</p> <p>Truant officers (in counties of less than 100,000):</p> <p>Shall see that the child labor law is enforced</p> <p>State board of inspectors of child labor or deputy of said board:</p> <p>May inspect factories, workshops, and mercantile establishments;</p> <p>Shall report violations therein to school authorities and to district attorney</p> <p>2. First offense</p> <p>Minimum—\$10</p> <p>Maximum—\$25</p> <p>2. Second offense</p> <p>Minimum—\$25</p> <p>Maximum—\$50</p> <p>2. Subsequent offense</p> <p>Minimum—Imprisonment for 10 days</p> <p>Maximum—Imprisonment for 30 days</p>	A
	10 p. m. to 5 a. m.		<p>1. Same as in A, above</p> <p>2. Same as in A, above</p>	B
			<p>1. Duty</p> <p>State commissioner of labor statistics and inspector of factories and workshops:</p> <p>Shall cause the enforcement of all laws regulating the employment of children, minors, and women; all laws established for the protection of the health, lives, and limbs of operatives in factories, mills, and other places; and all laws enacted for the protection of the working classes</p> <p>2. Each offense</p> <p>Minimum—\$25</p> <p>Maximum—\$100</p>	C
		<p>In case of employee engaged in making necessary repairs</p> <p>In case of emergency where life or property is in imminent danger</p> <p>3 hours per day additional permitted if overtime is paid for at the rate of time and one-half the regular wage</p>	<p>1. Same as in C, above</p> <p>2. Any offense</p> <p>Minimum—\$50</p> <p>Maximum—\$500</p> <p>(Each day's violation a separate offense)</p>	D

TABLE 4.—F

[In reading this analysis, the ex

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week VI
			Per day IV	Per week V	
OREGON —Con- tinued L O L 1910 s 5058, 5059	E Any employee	Underground mine yielding gold, silver, copper, lead, or other metal <i>Exemptions:</i> Mine in first stages of develop- ment, such as tunnel work to a length of 200 feet, or shaft work to a depth of 150 feet Any surface excavation	8		
1913 C 62 s 1-20	F [Power of com- mission ex- tends over minors un- der 18 and women]	[Industrial welfare commission may fix standard hours and conditions of labor, but no order of the commission shall permit employment for more hours than the maximum now fixed by law or at any times or under any conditions now pro- hibited by law] ¹			
PENNSYLVANIA [For street trades, see Table 6] 1915 Pamphlet Laws 286 s 1, 4, 6, 17, 23, 24 [The act tabulated in A and B is in effect Jan. 1, 1916]	A Under 16 [14 to 16]	Any establishment (Any place where work is done for com- pensation of any kind, to whomever payable) Any occupation <i>Exemptions:</i> Farm work Domestic service in private homes	9	51	
	B Under 21	Messenger for telephone, tele- graph, or messenger company in the distribution, collection, transmission, or delivery of goods or messages			
1897 P L 112 s 1	C Under 18	Bakehouse [See provisions in D, below]			

¹ The commission has made the following regulations: For girl under 18 in any manufacturing cantile establishment, millinery, dressmaking, or hairdressing shop, laundry, hotel, or restaur phone or telegraph establishment or office, maximum hours 8½ per day, 50 per week, and work p after 6 p. m.; for women [over 18] in any industry, maximum hours 54 per week, and in mercanti facturing, or laundry establishment their work is prohibited after 8.30 p. m., telephone or telegr panies, confectionery establishments, restaurants, and hotels being exempted from this hour of . The following regulations apply to the employment of women workers [over 18] in the city of . Manufacturing establishments, maximum hours 1 per day, 54 per week, and ½ hour mealtime in mercantile establishments, maximum hours 8½ per day, 50 per week, and work prohibited afte in any office or at office work if employee is "experienced," maximum hours 51 per week. E The employment of adult women [ver 18] in fruit and vegetable canning and packing establisl permitted (with extra pay) for not m re than 10 hours per day or 60 hours per week for 6 weeks May 1 and Dec. 1

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		In case of emergency where life or property is in imminent danger	1. Same as in C, above 2. Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$300 or imprisonment for 3 months, or both	E
			[See column III]	F
	8 p. m. to 6 a. m.		1. Duty State commissioner of labor and industry Attendance officers Police officers 2. Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 10 days, or both	A
	8 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above	B
	9 p. m. to 5 a. m.		1. [No specific provision] 2. [No specific provision]	C

CHILD LABOR LEGISLATION.

TABLE 4.—H

[In reading this analysis, the expl

to ferences I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Day week m
			Per day IV	Per week V	
SYLVA- Continued L 68 s 1, 11; art's Pur- Digest 1903 97	D Any minor Girl of any age	Biscuit, bread, pie, or cake bakery, pretzel or macaroni establishment	12	60	
L 322 s 1, 2; 1903 v 2 p visions tab- in E are in part super- by the later given in A, and in G,	E Any minor Girl of any age	Manufacturing establishment Mercantile industry Laundry Workshop Renovating works Printing office	12	60	
352 s 1; S P p 1905-1909 482 352 s 9; S P p 1905-1909 484 352 s 21; S P p 1905-1909 486 L 352 s 23; Supp 1905- 5 p 5487	F Any employee	Any establishment (Establish- ment shall mean any place other than where domestic, coal mining, or farm labor is employed; where men, women, or children are engaged and paid a salary or wages by any person, firm, or corporation, and where such men, women, or children are employees in the general acceptance of that term) [For meal-time provisions ap- plying to certain establish- ments and to coal mines, found in laws apparently superseded in other respects by later leg- islation, see 1909 P L 283 s 5; S P D Supp 1905-1909 v 5 p 5606, 1909 P L 283 s 11; S P D Supp 1905-1909 v 5 p 5607 (as amended by 1913 P L 69), and 1909 P L 375 s 2; S P D Supp 1905-1909 v 5 p 5680 (as amended by 1911 P L 537), 1909 P L 375 s 7; S P D Supp 1905-1909 v 5 p 5681 (as amend- ed by 1913 P L 70)]			

¹ Shorter time allowed for good cause, by chief factory inspector

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	[See provisions in C, above]		1. [No specific provision] 2. First offense Minimum—\$20 Maximum—\$50 2. Second offense Minimum—\$50 or imprisonment Maximum—\$100 or imprisonment for 10 days 2. Third offense Minimum—\$250 and imprisonment Maximum—Fine and imprisonment for 30 days	D
			1. [No specific provision] 2. Any offense Maximum—\$500	E
1 hour ¹			1. Power only State commissioner of labor and industry and his deputies 2. Each offense Minimum—\$25 or imprisonment for 10 days Maximum—\$500 or imprisonment for 60 days	F

CHILD LABOR LEGISLATION.

TABLE 4.—H(

[In reading this analysis, the expl

to — ferences I	Application of act		Time of work		
	Age II.	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Day week mi
			Per day IV	Per week V	
SYLVA- Continued 1024 s 1, 3 ended by L 700), 4- 8	G Girl of any age	Any establishment. (Any place where work is done for compensation of any sort, to whomever payable) <i>Exemptions:</i> Work in private homes Farming Females engaged in the canning of fruit and vegetable products Nurses in hospitals	10	54	
	H Girl of any age	Manufacturing establishment <i>Exemptions:</i> Manager, superintendent, or person doing clerical or stenographic work			
	I Girl under 21	Occupations or establishments same as in G, above <i>Exemptions:</i> Telephone operator over 18 years of age			
	J Girl of any age	Occupations or establishments same as in G, above			
IPPINE NDS visions]					

day of holiday in 7 may be subdivided into 2 days of 12 hours each, for employees in an g house, or charitable, educational, or religious institution, in the discretion of the in f the department of labor and industry

OF LABOR—Continued.

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		<p>Exception to hours per day but not per week: More hours allowed, not to exceed 2 per day, on 3 days of week in which a legal holiday occurs Overtime permitted, not to exceed 2 hours per day, to make up time lost on previous days of same week on account of stopping of machinery, for not less than 30 consecutive minutes, because of alteration, repairs, or accidents</p>	<p>1. Duty State commissioner of labor and industry and his deputies</p> <p>2. First offense Minimum—\$10 Maximum—\$50</p> <p>2. Subsequent offense Minimum—\$25 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (Any offense—After notification by enforcing officer, each day's violation a separate offense)</p>	G
	10 p. m. to 6 a. m.		<p>1. Same as in G, above 2. Same as in G, above</p>	H
	9 p. m. to 6 a. m.		<p>1. Same as in G, above 2. Same as in G, above</p>	I
45 minutes ²			<p>1. Same as in G, above 2. Same as in G, above</p>	J

² Shorter period, not less than 30 minutes, allowed where employment is for less than 8 hours per day

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
PORTO RICO Revised Statutes and Codes 1911 s 1780 [The provisions tab- ulated in A pro- hibit compelling more hours of labor]	A Under 16	Agricultural factory [For pro- vision of 8 hours on agricul- tural estate, with exceptions, see provisions in B, below] Manufacturing establishment [For 7 hours in any establish- ment, by terms of later law, see provisions in C, below]	16		
1913 No 42 s 1 (as amended by 1913 Extraordinary Session No 139), 5 (as amended by 1913 Extraordi- nary Session No 139), 12-14 1913 Extraordinary Session No 139 s 6	B Under 16	Agricultural estate <i>Exemptions:</i> Children 10 to 16 who are em- ployed in picking or gathering coffee or in planting, picking, or tending in the field any agricultural or horticultural products in company with or under the direct personal su- pervision of their parents, guardians, or relatives over 16 years of age	8	48	
	C Under 16	Any establishment ("Estab- lishment" includes all build- ings, factories, workshops, stores, or other places of a like kind where any lucrative occupation exists) [For defi- nition of lucrative occupation, see Table I, A]	7	42	
	D Under 16	Any lucrative occupation [For definition of lucrative occu- pation, see Table I, A] <i>Exemptions:</i> Same as in B, above			
	E Girl of any age	Occupations or establishments same as in D, above <i>Exemptions:</i> Girls over 16 employed as stenog- raphers, typewriters, office assistants, telephone or tele- graph operators, or as nurses or domestics Other exemptions same as in B, above	8	48	

¹ 3 hours in the morning and 3 in the afternoon

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed VII	Night work prohibited VIII	Exceptions IX		
			1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. X	
			1. [No specific provision] 2. Each offense Minimum—\$5 or imprisonment Maximum—\$15 or imprisonment for 30 days [See note in column I]	A
	[See provisions in D, below]		1. Duty Porto Rican Bureau of Labor 2. First offense Minimum—\$25 Maximum—\$100 2. Subsequent offense Minimum—\$100 Maximum—\$1,000	B
	[See provisions in D, below]		1. Same as in B, above 2. Same as in B, above	C
	6 p. m. to 6 a. m.		1. Same as in B, above 2. Same as in B, above	D
	10 p. m. to 6 a. m.	Exception to hours per day but not per week: 1 additional hour per day permitted if double pay is given for overtime	1. Same as in B, above 2. Same as in B, above	E

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
RHODE ISLAND [For street trades, see Table 6] General Laws 1909 C 78 s 1 (as amended by 1915 C 1253), 2, 3 (as amended by 1910 C 576), 12	A Under 16 [14 to 16]	Manufacturing establishment Factory Business establishment (Every person, firm, or corporation employing any child under 16 is subject to these provisions, whatever the business conducted) <i>Exemptions:</i> Household service Agricultural pursuits Rope or wire walking, or employment as gymnast, wrestler, contortionist, equestrian performer, or acrobat, rider upon bicycle or mechanical contrivance, or in dancing, theatrical, or musical exhibition			
G L 1909 C 78 s 15 G L 1909 C 249 s 22 (as amended by 1915 C 1215), 23 (as amended by 1913 C 912)	B Boy under 16 Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Factory Business establishment	10	54	
G L 1909 C 78 s 3 (as amended by 1910 C 576), 32-33 (as added by 1912 C 814)	C Under 21	Messenger for a telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages			
SOUTH CAROLINA 1912 Criminal Code C 16 s 423, 424 1912 Civil Code C 19 art 11 s 868	A Under 16 [12 to 16]	Factory Textile manufactory Mine			
1912 No 405 s 1, 2, 5	B Under 18 [14 to 18]	In any city of 5,000 or over: Messenger for telegraph, telephone, or messenger company in the distribution or delivery of goods or messages			
1912 Crim C C 16 s 430 (as amended by 1914 No 262)	C Girl of any age	Mercantile establishment	12	60	

ABOR—Continued

a pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Normal time described	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	8 p. m. to 6 a. m.		1. Duty State factory inspectors 2. Any offense Maximum—\$500	A
			1. Same as in A, above 2. Each offense Maximum—\$20	B
	10 p. m. to 5 a. m.		1. Same as in A, above 2. First offense Minimum—\$20 Maximum—\$50 2. Second offense Minimum—\$50 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 6 months, or both	C
	8 p. m. to 6 a. m.	Employment until 9 p. m. permitted to make up time lost because of tempor- ary shutdown on ac- count of accident or breaking down of machinery	1. Power only State commissioner of agriculture, commerce, and industries, his agents and inspectors: May inspect factories and other establishments; May make investigation as to em- ployment of children and women 2. Each offense Minimum—\$10 or imprisonment Maximum—\$50 or imprisonment for 30 days	A
	10 p. m. to 5 a. m.		1. Duty State commissioner of agriculture, commerce, and industries 2. Same as in A, above	B
	After 10 p. m.		1. Duty State commissioner of agriculture, commerce, and industries, his agents and inspectors: “The enforcement of this law is placed in the hands of” above offi- cials 2. Any offense Minimum—\$10 or imprisonment for 10 days Maximum—\$40 or imprisonment for 30 days	C

TABLE 4.—E

[In reading this analysis, the ex

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days worked per week VI
			Per day IV	Per week V	
SOUTH CAROLINA—Continued 1912 Crim C C 16 s 421 1912 Civ C C 19 art 11 s 868	D Any employee	Cotton or woolen manufacturing establishment engaged in the manufacture of yarns, cloth, hosiery, and other products for merchandise <i>Exemptions:</i> In any such establishment, mechanic, engineer, fireman, watchman, teamster, yard employee, or member of clerical force	11	60	
SOUTH DAKOTA Revised Codes 1903 Penal s 764 1913 C 240 s 4 [For provision prohibiting employment under 14 in factory or workshop, except on poverty permit, when hours are specified in permit, see Table 1, A, and Tables 2 and 3, B]	A Under 14 [See note in column I]	Manufactory Workshop Other place used for mechanical or manufacturing purposes	¹ 10		
1913 C 240 s 1, 4 [In case permit is issued for child under 14 in certain occupations, for which see Table 2, B, it authorizes his employment "within certain hours, to be fixed therein"]	B Boy under 14 Girl of any age [See provision of the same act tabulated in C, below]	Any occupation <i>Exemptions:</i> Farm labor Domestic service Care of live stock	(²)		
1913 C 240 s 2, 4, 8	C Under 16 [See provision of the same act tabulated in B, above]	Any occupation	10	60	
R C 1903 Penal s 764 1913 C 240 s 4	D Boy under 18 Girl of any age	Same as in A, above	¹ 10		

¹ This provision prohibits "permitting" more hours of labor
² "Standard day's work shall not exceed 10 hours"

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		Time lost (not to exceed 60 hours per annum) on account of accident or other unavoidable cause may be made up	1. Same as in A, above 2. Each offense Minimum—\$25 or imprisonment Maximum—\$100 or imprisonment for 30 days (Above penalty is incurred for entering into or enforcing contracts for longer hours)	D
			1. ["Every factory, workshop, mine, mercantile establishment or other place in or in connection with which children are engaged at labor of any kind, shall at all times be subject to visitation by the county superintendent of schools"] 2. Any offense Minimum—\$10 Maximum—\$100 (Above penalty is incurred by employer who shall "permit" more hours of labor)	A
			1. Same as in A, above 2. Any offense Maximum—\$100 or imprisonment for 30 days, or both (Above penalty is incurred by employer who shall "compel" more hours of labor)	B
		[A proviso to the section here tabulated permits employment until 10 p. m. on Saturdays and for 10 days before Christmas, but it is not clear whether or not this proviso permits overtime work]	1. Same as in A, above 2. Any offense Minimum—\$10 or imprisonment, or both Maximum—\$100 or imprisonment for 30 days, or both	C
			1. Same as in A, above 2. Any offense Minimum—\$10 Maximum—\$100 (Above penalty is incurred by employer who shall "compel" more hours of labor)	D

* This provision prohibits only "compelling" more hours of labor

CHILD LABOR LEGISLATION.

TABLE 4.—H

[In reading this analysis, the exp

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Di we n
			Per day IV	Per week V	
ILLINOIS First Extra Ses- C 12 s 1-2 (as ended by 1915) , 3, 7 176 s 1 Earlier law pro- g 60 hours in manufacturing establishments, provisions in law]	A Boy under 16 [14 to 16] Girl of any age [Over 14]	Factory Workshop ("The term 'workshops and fac- tories' * * * shall include the following: Manufacturing, mills, mechanical, electrical, mercantile, art and launder- ing establishments, printing, telegraph and telephone of- fices, department stores, or any kind of an establishment wherein labor is employed or machinery is used") <i>Exemptions:</i> Domestic service Agricultural pursuits Fruit and vegetable canning factories	(¹)	57	
124 s 1 C 57 s 1 (as ended by 1913 Extra Ses- C 47), 6 11 s 2, 3 (as ended by 1915) , 4, 5 (as ended by 1915) , 6, 7, 9 172 s 1	B Under 16 [14 to 16]	Mill Factory Workshop Laundry Telegraph office Telephone office Distribution or transmission of merchandise Distribution or transmission of messages <i>Exemptions:</i> Fruit and vegetable canning factories			
308 s 3, 4 124 s 1 11 s 2, 3 (as ended by 1915) , 4, 5 (as ended by 1915) , 6, 7, 9	C Boy under 16 Girl of any age	Manufacturing establishment [But in so far as such estab- lishment is covered by the term "factory" or "work- shop," the later provisions tabulated in A, above, apply]		60	
124 s 1 57 s 4, 6 11 s 2, 3 (as ended by 1915) , 4, 5 (as ended by 1915) , 6, 7, 9	D Under 18	Messenger for telegraph or mes- senger company in the distri- bution, transmission, or de- livery of goods or messages			

¹ Less than 10½ hours

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		10½ hours per day permitted only for the purpose of providing 1 short day in the week	1. Duty State department of workshop and factory inspection 2. Each offense Minimum—\$25 Maximum—\$100	A
	6 p. m. to 6 a. m.		1. Duty Chief State inspector of “workshops and factories”: Shall enforce all laws relating to “workshops and factories” (Term includes manufacturing, mechanical, and mercantile establishments, telegraph and telephone offices, or any kind of an establishment wherein labor is employed or machinery used); Has full power to enforce all labor laws except those relating to mining 2. Any offense Minimum—\$25 Maximum—\$250	B
			1. Same as in B, above 2. Same as in A, above	C
	10 p. m. to 5 a. m.		1. Same as in B, above 2. Same as in B, above	D

CHILD LABOR LEGISLATION.

TABLE 4.—HOURS

[In reading this analysis, the explanations are given in the footnotes.]

Cite References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days week mitt VI
			Per day IV	Per week V	
Criminal 1911 art 590 § 1, 1a, 1b, 3	A Girl of any age	Mechanical establishment Mercantile establishment Mill Factory Workshop Mine Laundry Hotel Restaurant Rooming house Theater Moving picture show Barber shop Telegraph office Telephone office Office Employment by express com- pany Employment by transportation company Employment by state institu- tion Any other establishment, insti- tution, or enterprise where fe- males are employed <i>Exemptions:</i> Stenographer Pharmacist Telegraph or telephone company in any rural district or in any city or town of less than 3,000 Mercantile establishment in any rural district or in any city or town or village of less than 3,000	9	54	
	B Girl of any age	Laundry	11	54	
	C Girl of any age	Factory engaged in the manu- facture of cotton, woolen, or worsted goods or articles of merchandise manufactured out of cotton goods	10	60	

Double the regular pay must be paid for all employment for more than 9 hours in any one day

BOR—Continued.

pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
time ribed	Night work prohibited	Exceptions		
II	VIII	IX	X	
		In case of extraordinary emergency such as great public calamity or where necessary to protect human life or property, more hours allowed, with consent of employee, provided double pay is given for overtime	<div>1. Duty State commissioner of labor statistics: Must enforce if he "shall learn of any violation" of labor laws, and has powers of inspection "where 5 or more persons are employed"</div> <div>2. Any offense Minimum—\$50 Maximum—\$.00 (Each day's violation a separate offense)</div>	A
			<div>1. Same as in A, above</div> <div>2. Same as in A, above</div>	B
			<div>1. Same as in A, above</div> <div>2. Same as in A, above</div>	C

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
UTAH [For street trades, see Table 6] 1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 8, 14	A Boy under 14 Girl under 16	Any gainful occupation <i>Exemptions:</i> Domestic service Fruit or vegetable packing "Work on a farm"		54	
1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 7, 14	B Under 21	In any city of the first or second class: Messenger for telegraph or mes- senger company in the distri- bution, transmission, or de- livery of goods or messages			
1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 133 s 1, 2	C Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Laundry Hotel Restaurant Telegraph establishment Telephone establishment Hospital Office Employment by express com- pany Employment by transporta- tion company <i>Exemptions:</i> [See column IX for exception "where materials are liable to spoil" which would ap- pear to exempt canneries]	9	54	
Compiled Laws 1907 s 1337, 4065 1911 C 113 s 4 (as amended by 1913 C 76)	D Workingmen	Underground mine Underground workings Smelter or any other institution for the reduction or refining of ores or metals	8		
C L 1907 s 4065 1911 C 113 s 4 (as amended by 1913 C 76) 1915 C 23 s 1-4	E Any employee	In any city of 10,000 popu- lation or over: Wholesale or retail mercantile or commercial house <i>Exemptions:</i> Mercantile or commercial house dealing exclusively or chiefly in foodstuffs, meats, and other provisions of a perishable na- ture Drug store			

LABOR—Continued

pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Actual time ascribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
			1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	
			1. Duty State commissioner of immigration, labor, and statistics: Must "investigate and report to the proper authorities all violations of law regarding the conditions surrounding the employment of children, minors and women and the laws established for the protection of all employees in factories, mines, mills, and other institutions where labor is employed" 2. Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
	9 p. m. to 5 a. m.		1. Same as in A, above 2. Same as in A, above	B
		In case of emergency in hospitals or elsewhere Where life or property is in imminent danger "Where materials are liable to spoil by the enforcement of these provisions"	1. Same as in A, above 2. Any offense Minimum—\$25 Maximum—\$100	C
		In case of emergency where life or property is in imminent danger	1. Same as in A, above [C L 1907 s 1507-1524 provide for an inspector of mines, but his duties apparently relate only to health and safety] 2. Any offense Maximum (for individual)—\$300 or imprisonment for 6 months, or both Maximum (for corporation)—\$1,000	D
	(1)	Provisions do not apply to the 6 business days immediately preceding Christmas day	1. Same as in A, above 2. Same as in D, above	E

CHILD LABOR LEGISLATION.

TABLE 4.—HC

[In reading this analysis, the expla

References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Day week mit V
			Per day IV	Per week V	
NT atutes 1906 s 1044 (as d by 1912 s 10), 1045 ended by o 75 s 11), s amended No 70 s 8), 188 s 2 (as d by 1915 216), 3	A Under 16	Work connected with: Manufacturing Railroading Mining Quarrying Employment in: Hotel Bowling alley Delivery of messages	9	50	
5 s 1, 2, 4 88 s 2, 3 visions tab- in B apply o persons in so far as occupations n B-III are by those I, above]	B Boy under 18 Girl of any age [See note in col- umn I]	Manufacturing establishment Mechanical establishment	11	58	
IA s 1790c(7) ed by 1914 657bb	A 12 to 14	Manufacturing operation Mechanical operation Mining operation [But see Ta- ble I, B and D]			
790c(7) (as by 1914 C 3657b (as d by 1914 1) 3 s 3	B Boy under 14 Girl of any age	"Work as an operative" in following establishments: Manufacturing establishment Mercantile establishment Factory Workshop Laundry <i>Exemptions:</i> Mercantile establishment in any town of less than 2,000 Country store Canning factory and fish-pack- ing establishment located in a country section Female whose full time is em- ployed as bookkeeper, stenog- rapher, cashier, or office assist- ant	10		

LABOR—Continued

in pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Normal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
	8 p. m. to 7 a. m.		<p>1. Duty Town or union superintendent [of schools] State factory inspector: Has powers of inspection and shall enforce whenever he "finds a violation of the law relating to the employment of children, minors and women"</p> <p>1. Power only Truant officers "All informing officers": May make complaint [For powers of town selectmen as to child "compelled to labor" in manufacturing establishments "at unreasonable hours," see P S 1906 C 151 s 3247]</p> <p>2. First offense Minimum—\$5 Maximum—\$200</p> <p>2. Second offense Minimum—\$5 or imprisonment Maximum—\$200 or imprisonment for 6 months</p>	A
		<p>Exception to hours per day but not per week: Overtime allowed to make up time lost on previous day of same week in consequence of stopping of machinery (for not less than 30 consecutive minutes) upon which woman or child was employed or dependent for employment</p>	<p>1. Duty State factory inspector: Has duties and powers as specified in A, above</p> <p>2. Any offense Minimum—\$50 Maximum—\$100</p>	B
	6 p. m. to 7 a. m.		<p>1. Same as in B, below</p> <p>2. Any offense Minimum—\$25 Maximum—\$100</p>	A
			<p>1. Duty State commissioner of labor (chief factory inspector): "Shall secure the enforcement of all laws * * * relating to the inspection of factories, mercantile establishments, mills, workshops, and commercial institutions"</p> <p>2. Any offense Minimum—\$5 Maximum—\$20 (Above penalty is incurred for engaging or contracting for more hours of labor)</p>	B

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week permitted VI
			Per day IV	Per week V	
VIRGINIA—Continued C 1904 s 1790c (7) (as added by 1914 C 321) 1908 C 301 s 1-2 (as amended by 1914 C 339), 4 (as amended by 1914 C 339), 6 (as amended by 1914 C 339) [Nothing in this act, which includes the provisions tabulated in C, D, and E, shall prevent a parent from working his child in any factory, workshop, mercantile establishment, laundry, or other place owned or operated by said parent] [Circuit or corporation court, on petition of parent, etc., or person interested in child, may, "for good cause shown entered of record," release any child 12 to 14 or his parent, etc., from the operation of this act—1908 C 301 s 1-6 (as amended by 1914 C 339)]	C Under 14 [See notes in column I]	Distribution, transmission, or sale of merchandise [See provisions in D, below] <i>Exemptions:</i> [See notes in column I]			
	D Under 16 [See notes in column I]	Mercantile establishment Factory Workshop Mine Laundry Bakery Brickyard Lumberyard Distribution, transmission, or sale of merchandise [See provisions in C, above] <i>Exemptions:</i> Factory engaged exclusively in packing fruits and vegetables, between July 1 and Nov. 1 Mercantile establishment in any town of less than 2,000, or in a country district [See notes in column I]	10		6
	E Under 18 [See notes in column I]	In any city of 5,000 population or over according to 1910 census: Messenger for telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages <i>Exemptions:</i> [See notes in column I]			
WASHINGTON Pierce's Code 1912 title 37 s 17, 19 P C 1912 t 291 s 101	A Under 16	Bakeshop			
P C 1912 t 291 s 101, 145, 149	B Girl of any age	Mechanical establishment Mercantile establishment Laundry Hotel Restaurant <i>Exemptions:</i> Employment in harvesting, packing, curing, canning, or drying perishable fruits or vegetables, or in canning fish or shellfish	8		

in mind]

TABLE 4.—HOURS

[In reading this analysis, the explanatory

State References I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Days per week per- mitted VI
			Per day IV	Per week V	
WASHINGTON— Continued P C 1912 t 291 s 101 P C 1912 t 345 s 177, 181, 182	C Any employee	Underground work in coal mine <i>Exemptions:</i> Engineer, ropewriter, motorman, cager, or others necessarily em- ployed in transporting men in and out of mine, who are per- mitted to work 10 hours	8		
1913 C 174 s 1-20 1915 C 68 s 1	D [Power of com- mission ex- tends over women and minors]	[The industrial welfare commis- sion may establish such stand- ard conditions of labor for women and minors as shall be held to be reasonable and not detrimental to health and mor- als] ¹			
WEST VIRGINIA [No provisions]					
WISCONSIN [For street trades, see Table 6] Statutes C 27 s 439ca St C 83 s 1728a.2, 1728a-4.1, 1728a-4.2, 1728c.1, 1728d.1 St C 110a s 2394-52, 2394-70	A Under 16	Any gainful occupation <i>Exemptions:</i> Domestic service Farm labor	8	48	6
St C 73a s 1636-106, 1636-108, 1636-109	B Under 18	Manufacture of cigars in cigar shop or cigar factory	8	48	
St C 27 s 439ca St C 83 s 1728a.2, 1728a-4.1, 1728a-4.2, 1728d.1 St C 110a s 2394-52, 2394-70	C Under 21	In any city of the first, second, or third class: Messenger for telegraph or mes- senger company in the distri- bution, transmission, or de- livery of messages or goods			
St C 83 s 1728-1, 1728-2, 1728-4 St C 110a s 2394-52	D Girl of any age [Over 16—See pro- visions in A, above]	Any occupation (Provision subject to change by industrial commission. Said commission may forbid em- ployment of females at such times or for such hours as are “dangerous or prejudicial to their life, health, safety or welfare”)	10 8	55 48	

¹ The commission has prohibited the employment of minors under 18 in any mercantile, factory, laundry, or dye-works establishment after 7.30 p. m. It has also prohibited night work between 9 p. m. and 6 a. m. in any telephone, telegraph, or mercantile establishment, or any messenger or parcel-delivery service, and has ruled that 1 hour be allowed for a luncheon period to any female employed in any establishment used in connection with the operation of any telegraph or telephone line

OF LABOR—Continued

notes on pp. 467-475 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
		Overtime permitted if necessitated by weekly change of shift, or by accident, or for unavoidable repairs, or for protection of property or human life	1. Duty State inspector of coal mines State commissioner of labor and his assistants 2. Same as in B, above	C
			[See column III]	D
30 minutes	6 p. m. to 7 a. m.	Employment for 8½ hours permitted on other days if work-day ends on Saturday at 12 noon	1. Duty State industrial commission Truant officers: Must inspect establishments and report cases of illegal employment of minors to school authorities and to State industrial commission; May make complaint 1. Power only Police officers and citizens: May make complaint 2. Each offense Minimum—Forfeiture of \$10 to State Maximum—Forfeiture of \$100 to State [A civil suit may be brought for violation]	A
			1. Duty State industrial commission 2. First offense Minimum—\$10 Maximum—\$25 2. Subsequent offense Minimum—\$25 Maximum—\$50	B
	8 p. m. to 6 a. m.		1. Same as in A, above 2. Same as in A, above	C
1 hour			1. Same as in B, above 2. Each offense Minimum—\$10 Maximum—\$100 (Each day's violation and each week's violation a separate offense)	D

¹ For daywork, defined as between 6 a. m. and 8 p. m., but employment after 8 p. m. allowed 1 night per week

² For night work, defined as between 8 p. m. and 6 a. m.

CHILD LABOR LEGISLATION.

TABLE 4.--HC

[In reading this analysis, the expl

State references I	Application of act		Time of work		
	Age II	Occupations or establishments <i>Exemptions</i> III	Maximum hours		Day week mi V
			Per day IV	Per week V	
MINING 77 s 4, 6	A 14	Any gainful occupation <i>Exemptions:</i> Farm work Domestic service	9	56	
45 s 1-3	B Girl of any age	Manufacturing establishment Mechanical establishment Mercantile establishment Printing establishment Baking establishment Laundering establishment Canning establishment Hotel Telephone exchange Restaurant Theater Place of public amusement <i>Exemptions:</i> Telephone office or exchange employing 3 females or less Hotel or restaurant operated by railroad company	10	56	
ution art 19 ed Statutes 3499-3501 0 s 3518, 3538	C Any employee	Underground mine Underground workings Smelter, stamp mill, sampling works, concentrator, or any other institution for the reduc- tion of ores, and refining of ores or metals	8		
0 s 3502-3504	D Any employee	Miner or laborer in coal mine	8		

¹ Only 2 days of 10 hours each permitted per week
² The word "day" when used in contracts shall be construed to be 8 hours

OF LABOR—Continued

notes on pp. 467-473 should be borne in mind]

Time of work—Continued			Enforcement	
Meal time prescribed	Night work prohibited	Exceptions		
VII	VIII	IX	X	
			1. [No specific provision] 2. Any offense Minimum—\$25 or imprisonment for 30 days, or both Maximum—\$100 or imprisonment for 90 days, or both	A
Not less than 30 minutes nor more than 2 hours after 6 hours' work			1. [No specific provision] 2. Same as in A, above (Each violation a separate offense)	B
		In case of emergency where life or property is in imminent danger	1. Duty State inspectors of coal mines: Must inspect coal mines; May enforce coal-mining laws [C S 1910 s 3483-3492 provide for an inspector of metalliferous mines, but his duties apparently relate only to safety] 2. Each offense Minimum—\$100 or imprisonment for 1 month, or both Maximum—\$500 or imprisonment for 6 months, or both	C
			1. Same as in A, above 2. Any offense Minimum—\$50 or imprisonment, or both Maximum—\$300 or imprisonment for 3 months, or both	D

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
ALABAMA 1915 No 220 s 6 1915 No 470 s 1-9, 13 [For exemption from attendance in case parent is not able to provide necessary books and clothing, and requirement for attendance after aid has been provided by any means whatsoever, see 1915 No 470 s 4] [The act tabulated in A will be in effect Oct. 1, 1917]	A "Between the ages of 8 and 15 years, inclusive" <i>Exemptions:</i> (1) Upon completion of 7 grades (2) If living $2\frac{1}{2}$ miles from public school by the nearest traveled route, unless public transportation within reasonable walking distance is provided (3) Upon temporary excuse by teacher, with approval of attendance officer, in extreme cases of emergency or domestic necessity (4) If physical or mental condition renders attendance impracticable or inexpedient, upon certificate from practicing physician (5) If child's services are necessary for the support of himself or his parents, on account of extreme poverty, as attested by affidavit of parents and such other witnesses as the attendance officer may require		
1915 p 193 s 8, 14, 17	B Under 16	Manufacturing es- tablishment Mill Factory	
ALASKA 1913 C 44 s 1-2 (as ratified by 1915 C 41)	A 8 to 16 (if white or of mixed blood and living a civilized life) <i>Exemptions:</i> (1) Upon completion of course of study equal to that covered by the public schools (2) If not living in incorporated town where school child is entitled to attend is maintained, or, if living outside such town, not living within 2 miles of such town (3) If physical or mental condition renders attendance inexpedient or impracticable (4) "For other cause," upon written excuse signed by majority of school board		
1913 C 44 s 2-4 (as ratified by 1915 C 41)	B 8 to 16 (if Eskimo, Aleut, Indian, or other native child, or of mixed blood and not living a civilized life) <i>Exemptions:</i> (1) If not living within 1 mile of United States public school for Alaska natives (2) If physical or mental condition renders attendance inexpedient or impracticable (3) "For other cause," upon written excuse signed by school principal or district superintendent of schools		

SCHOOL ATTENDANCE

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
80 days, but the city, town, or county board of education may reduce period to not less than 60 days for any individual school			1. Duty Attendance officers 2(a). Any offense Minimum—\$5 or imprisonment Maximum—\$50 or imprisonment for 30 days	A
8 (6 consecutive) weeks each year			1. Duty State factory inspector 2(b). First offense Minimum—\$10 Maximum—\$100 2(b). Subsequent offense Minimum—\$100 Maximum—\$500	B
Entire session			1. Duty United States commissioner: On complaint of school board Principal of school nearest the place where offender resides: Must report violations to school board 1. Power only School board: May submit to United States commissioner violations reported by school principals 2(a). Any offense Minimum—\$5 Maximum—\$20	A
Same as 'A, above			1. Duty Truant officers for native school districts United States commissioner: On complaint of authorized person District superintendent or any teacher of United States public schools for Alaska natives: Must make complaint in case of violation to United States commissioner 1. Power only Any person directly interested in education of Alaska natives: May make complaint to United States commissioner 2. Same as in A, above	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
ARIZONA Revised Statutes 1913 Civil Code title 11 C 14 s 2802-2804	A 8 to 14 <i>Exemptions:</i> By district board of trustees if satisfied that any one of the following reasons exists: (1) Completion of the grammar-school course prescribed by State board of education; (2) Physical or mental condition (as declared by competent physician approved by board) such as to render attendance inexpedient or impracticable By board, consisting of president of school board, superintendent, principal, or teacher, and a probation officer appointed by superior judge, for "reasons satisfactory" to said board		
	B 14 to 16 <i>Exemptions:</i> Same as in A, above [It may be that child having "employment certificate" would also be exempted—See Table 2, A-VI, for educational requirements for obtaining same]		
ARKANSAS 1909 A 234 s 1-3, 5, 9 [1909 A 234 was limited to 31 out of the 75 counties in the State. Of these 31 counties, 5 are covered by a later and different law (see C, below) leaving only 26 to which this act apparently applies] 1911 A 231 s 1, 2, 3, 5, 7 [1911 A 231 was limited to 34 out of the 75 counties in the State. Of these 34 counties, 22 are included in the 26 apparently subject to the same provisions under 1909 A 234 referred to above]	A 8 to 16 <i>Exemptions:</i> Child may be excused temporarily if it be shown to district school board or court of competent jurisdiction that one of the following reasons exists: (1) Child has completed 7 grades; (2) Labor of child is absolutely necessary for support of family [But it would appear that this exemption is nullified by the provisions of 1914 A 1, requiring employment certificates for children under 16 in any employment, and fixing a minimum age of 14 for employment in any occupation with certain exemptions during vacation only]. The same act would apparently substitute by implication an exemption of children 14 to 16 who have employment certificates]; (3) Parent or guardian can not provide proper clothing; (4) There is no public school within 2½ miles; (5) Child is mentally or physically incapacitated to attend school		These provisions appear to apply now to only 38 out of the 75 counties in the State, since 5 of the 31 to which 1909 A 234 was limited are specifically included in a later provision (see C, below) and 1911 A 231 applies to only 12 counties not already apparently subject to the same provisions under 1909 A 234
	B 16 to 20 <i>Exemptions:</i> If regularly and lawfully engaged in useful employment or service Other exemptions same as in A, above, with the omission of subdivision (2), which is not applicable		Same as in A, above

DL ATTENDANCE—Continued

pp. 467-475 should be borne in mind)

Required attendance			Enforcement	
Day school	Evening school	Continuation school	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc.	
V	VI	VII	VIII	
session			1. Duty Attendance officers: Have duty of enforcement; [For duties of inspection, see Table 2, A-IX] Deputy sheriff Constable City marshal 2(a). Any offense Minimum—\$5 Maximum—\$25	A
in A, above			1. Same as in A, above 2. Same as in A, above	B
if entire ses-			1. Duty Attendance officers: Have duty of enforcement; May inspect establishments where children are employed 2(a). Any offense Minimum—\$10 Maximum—\$25	A
in A, above			1. Same as in A, above 2. [No specific provision]	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age Exemptions II	Occupations or es- tablishments Exemptions III	Localities IV
ARKANSAS—Con- tinued 1909 A 347 s 1-3, 5, 9, 10	C 8 to 14 <i>Exemptions:</i> Child may be excused temporarily if it be shown to district school board or court of competent jurisdiction that one of the following reasons exists: (1) Child has completed 8 grades; (2) Labor of child is absolutely necessary for support of family [But it would appear that this exemption is nullified by the provisions of 1914 A 1, fixing a minimum age of 14 for employment in any occupation]; (3) Parent or guardian can not provide proper clothing; (4) There is no public school within 2½ miles; (5) Child is mentally or physically incapacitated to attend school		This act is limited to 9 out of the 75 counties in the State. Of these 9 counties, 5 were included in the 31 to which 1909 A 234 was limited, but this act is a later one
	D 14 to 16 <i>Exemptions:</i> If regularly and lawfully engaged in useful employment or service Other exemptions same as in C, above, with the omission of subdivision (2), which is not applicable		Same as in C, above
CALIFORNIA Deering's General Laws 1909 A 1611 s 17 (as added by 1915 C 625) D G L 1909 A 1611as 1, 2 D G L 1909 A 3574 s 1 (as amended by 1911 C 482), 2, 3, 4 (as amended by 1915 C 461) [An amendment to the child labor law, passed later than the compulsory education law, makes it impossible to obtain a "permit to work" during school hours under 14, thus raising the age for required school attendance to 14, and to 15 unless a permit to work has been secured]	A 8 to 12 [See note in column I] <i>Exemptions:</i> If it be shown to local board of education or district board of school trustees that one of the following reasons exists: (1) Child has completed "regular grammar school course"; (2) There is no public school within 2 miles; (3) Child's bodily or mental condition is such as to prevent or render inadvisable attendance at school or application to study (certificate from any reputable physician sufficient evidence) Under circumstances rendering attendance impracticable or dangerous to health, owing to unusual storm or other sufficient cause		
	B 12 to 15 [See note in column I] <i>Exemptions:</i> If it be shown to local board of education or district school board that child has "permit to work" [See note in column I] Other exemptions same as in A, above		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Same as in A, above			1. Same as in A, above 2. Any offense Minimum—\$5 Maximum—\$25 [as prescribed by 1909 A 347 s 5]; \$25 or imprison- ment for 30 days, or both [as pre- scribed by 1909 A 347 s 10]	C
Same as in A, above			1. Same as in A, above 2. Same as in C, above	D
Entire session			1. Duty Local board of education or district board of school trustees: (on complaint Commissioner of State bureau of labor statistics: Shall deliver child 8 to 15 ille- gally employed to school authori- ties Attendance officers: Must enforce on complaint, and have such other duties as are pre- scribed by local board of education; May inspect any place of em- ployment to investigate violations 1. Power only Probation officers: May inspect any place of em- ployment to investigate violations 2(a). First offense Maximum—\$10 or imprisonment for 5 days 2(a). Subsequent offense Minimum—\$10 or imprisonment for 5 days, or both Maximum—\$50 or imprisonment for 25 days, or both	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i>	Occupations or es- tablishments <i>Exemptions</i>	Localities
	II	III	IV
CALIFORNIA— Continued D G L 1909 A 1611 (as amended by 1915 C 625) s 10, 11, 13 D G L 1909 A 1611 s 16-17 (as added by 1915 C 625) [Section 11 requires also "any other minor under 16 who would by law be required to attend school" to attend school if unemployed. It is not evident that there are any minors to whom this provision could apply]	C 15 to 16 (if child has "age and schooling certificate" and is unemployed for more than 2 weeks)		
	D 15 to 16 (unless child has completed "prescribed grammar-school course") [See note in column I]	Any occupation during school hours	
COLORADO Mills' Annotated Statutes revised edition 1912 s 639, 643-645, 647, 649, 650 [For earlier law, applying to children 14 to 16 unable to read and write English, requiring a certain amount of school attendance, apparently partially nullified by later provisions, see M A S r e 1912 s 641]	A 8 to 14 <i>Exemptions:</i> During physical or mental disability, on certificate from reputable physician [See also provisions in B, below]		All school districts of the State except those in which there are not sufficient seating accommodations in schools
	B 8 to 14 (if receiving, on recommendation of truant officer, "such [poor] relief as will enable child to attend school")		Same as in A, above
	C 14 to 16 <i>Exemptions:</i> If child has permit from district or county superintendent for any one of the following reasons: (1) Completion of the eighth grade or eligibility for high school; (2) If help is necessary for support of child or his parents; (3) If exemption is for child's "best interests" During physical or mental disability, on certificate from reputable physician		Same as in A, above

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind)



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TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
COLORADO — Con- tinued M A S r e 1912 s 537, 666, 667, 670, 672, 673 1915 C 180 s 11 [For possible exemp- tion, see M A S r e 1912 s 671] [For earlier law apply- ing to children 14 to 16 unable to read and write English, requir- ing a certain amount of school attendance, apparently partially nullified by later pro- visions, see M A S r e 1912 s 641]	D 14 to 16 (if child has age and school cer- tificate stating that he can not read and write simple sentences)	Manufacturing es- tablishment Mercantile estab- lishment Store Office Hotel Laundry Bowling alley Theater Concert hall Place of amuse- ment Passenger or freight elevator [See Table 1, B] Factory Workshop Messenger for any of the above Driver for any of the above [See column IV]	[Age and school cer- tificate can be issued to child who can not read and write simple sen- tences only in city or town where there is a public or parochial evening school]
	E 14 to 16 (if child can not read and write simple sentences)	Any occupation [See column IV]	Town or city where pub- lic evening school is maintained
CONNECTICUT General Statutes re- vision 1902 s 2116, 2117, 2121, 2252 (as amended by 1913 C 182), 2255 (as amended by 1913 C 182), 4707 1903 C 29 s [1] (as amended by 1905 C 36) 1915 C 210 [For provisions allow- ing towns and cities to make by-laws con- cerning habitual tru- ants and appoint tru- ant officers for the en- forcement thereof, see G S r 1902 s 2122, 2123]	A 7 to 14 <i>Exemptions:</i> (1) If destitute of suitable clothing and parent or guardian is unable to provide such clothing (2) If mental or physical condition is such as to render instruction inex- pedient or impracticable		
	B 14 to 16 <i>Exemptions:</i> If lawfully employed at home or else- where Other exemptions same as in A, above		
	C 14 to 16 ("Whenever the school visitors, town school committee, or board of edu- cation of any town or district shall by vote decide, or whenever the State board of education shall ascer- tain" that child "has not schooling sufficient to warrant his leaving school to be employed and shall so notify parent or guardian") <i>Exemptions:</i> Same as in A, above		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
	Regular attendance certified weekly by teacher and principal of evening school		1. Duty Deputy State labor commissioner [factory inspector] School board or local school authorities: Must report to enforcing officer complaints made to them of violations in most regulated employments [For list, see M A S r e 1912 s 667] State industrial commission: Shall "inquire into and supervise the enforcement * * * of the laws relating to child labor" 2(b). First offense Minimum—\$5 Maximum—\$100 2(b). Second offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 90 days, or both	D
	Regular attendance		1. Same as in D, above 2. Same as in D, above	E
Entire session			1. Duty School visitors or town school committee: "Shall * * * examine into the situation of the children employed in all manufacturing establishments" and "report all violations" of this act Agents of State board of education: If so directed by said board Truant officers 2(a). Any offense Maximum—\$5	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
Until "leaving certificate" is granted by the local or State school authority giving the notification			1. Duty Agents of State board of education: If so directed by said board 1. Power only School visitors Town school committees Local boards of education State board of education 2. Same as in A, above	C

CHILD LABOR LEGISLATION.

TABLE 5.—COMPU

[In reading this analysis, the ex]

State References I	Application of act		
	Ago <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Loc
CONNECTICUT— continued 202 s 2147, 4707 [As far as the pro- visions tabulated in this table to occupa- tions for which an em- ployment certificate is required (employ- ment in manufactur- ing, mechanical, and mercantile establish- ments) they are ap- parently superseded by C 119 s 2—See columns 2 and 3, A]	D 14 to 16 (if child can not read and write)	Any occupation [excluding em- ployment in manufacturing, mechanical, and mercantile es- tablishments; see note in col- umn I] [See col- umn IV]	Town pub- lic esta-
MASSACHUSETTS [Provisions of the gen- eral assembly to enact school attendance see constitution s 1] Code 1915 C 2313-2317	A 7 to 14 <i>Exemptions:</i> If excused by majority of commission- ers of school district—excuse coun- tersigned by county superintend- ent—because prevented from at- tendance upon school or applica- tion to study by mental, physical, or other urgent reasons ("urgent reasons" to be "strictly construed") If there is no public school within 2 miles by nearest traveled road, unless free conveyance is provided		
DISTRICT OF CO- LOMBIA United States Stat- utes at Large p 219 p 220 s 4, 6 Table 2, C-III, and Table 1, A, for pro- visions of child labor passed later than those tabulated]	A 8 to 14 <i>Exemptions:</i> Upon satisfactory evidence to the superintendent of schools of the District of Columbia that one of the following reasons exists: (1) Child has acquired the "branches taught in the public schools"; (2) Physical or mental condition such as to render attendance or instruction inexpedient or imprac- ticable [See also note in column I]		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
	Attendance of 18 consecutive evenings during every school month of 20 days, shown by certificate of teacher of evening school		1. Duty State board of education through its agents 2(b). Any offense Maximum—\$50	D
5 months beginning not less than 1 month after opening of school, or, if school district so votes, 3 months beginning not later than January 2			1. Duty Attendance officers 2 (a). First offense Maximum—\$2 2 (a). Subsequent offense Maximum—\$5	A
Entire school year			1. Duty Truant officers, child labor inspectors [2 detailed privates of police force] and probation officers: "Shall carry out the provisions of this act;" "Shall visit any place or establishment where minor children are employed" to ascertain whether said provisions are complied with 2(a). Each offense Maximum—\$20	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
FLORIDA 1915 C 6831 s 1-7, 9, 11, 13, 15-19 [For exemption from attendance in case parent is not able to provide necessary books and clothing, and requirement for attendance after aid has been provided through charity or by other means, see 1915 C 6831 s 11]	A 8 to 14 <i>Exemptions:</i> (1) If physical or mental condition as attested by competent physician before court having jurisdiction ren- ders attendance impracticable or in- expedient (2) If, on account of extreme pov- erty, services of child are necessary for the support of himself or his par- ents, as attested by affidavit of par- ents and of such witnesses as attend- ance officer may require (3) If living more than 2 miles from the schoolhouse by the nearest traveled route, unless transportation is pro- vided		Any special tax district, school board district, or c o u n t y where this act is adopt- ed by a three-fifths vote at a popular elec- tion which must be or- dered upon a petition of one-fourth of the regis- tered white voters. If the election is held in a whole county, this act shall be in force in any school board dis- trict where three-fifths of the votes in that dis- trict are in favor of its adoption
GEORGIA [No provisions. See Table 2, A-VI, for school attendance re- quired as a prerequi- site for entering cer- tain employments]			

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
30 days			1. Duty Attendance officers: Have duty of enforcement; May inspect office, factory, or business house 2(a). Each offense Minimum—\$1 Maximum—\$3 (Each day's violation a separate of- fense after expiration of 3 days from notification)	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age Exemptions II	Occupations or es- tablishments Exemptions III	Localities IV
HAWAII Revised Laws 1915 s 286, 287 (as amended by 1915 A 92), 288 (as amended by 1915 A 92)	A 6 to 13 <i>Exemptions:</i> (1) If distance to nearest school exceeds 4 miles and no suitable trans- portation is provided (2) If physically or mentally unable to attend school, upon certificate of licensed physician (3) If upon investigation of juvenile court or district magistrate it be shown that for any other reason child may properly remain away from school		
	B 13 to 14 <i>Exemptions:</i> If child is suitably employed and has passed required examinations of primary and grammar schools Other exemptions same as in A, above		
	C 14 to 15 <i>Exemptions:</i> (1) If child is suitably employed and has passed required examinations of primary and grammar schools (2) If child is suitably employed under direction of parent or guardian Other exemptions same as in A, above		
IDAHO [For powers of legisla- ture to enact com- pulsory school- attendance laws, see constitution art 9 s 9] 1911 C 159 s 58 (as amended by 1913 C 115), 146, 148-151, 150- 161, 163, 173 1913 C 77 s 7	A 8 to 14 <i>Exemptions:</i> On written permit from district or county superintendent of schools (his refusal to grant being subject to decision of probate court of county on appeal) if child's bodily or men- tal condition does not permit attend- ance at school, on certificate from reputable physician		
	B 14 to 18 <i>Exemptions:</i> On written permit from district or county superintendent of schools (his refusal to grant being subject to decision of probate court of county on appeal) for one of the following rea- sons: (1) Completion of eighth grade or eligibility to enter high school; (2) If child's help is necessary for his own or his parent's support; (3) If for good cause shown it would be for child's best interests to be exempted Other exemptions same as in A, above		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire session			1. Duty District magistrate: Upon complaint Deputy sheriff or police officer designated by him 2(a). Any offense Minimum—\$5 or imprisonment Maximum—\$50 or imprisonment for 2 months	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
Same as in A, above			1. Same as in A, above 2. Same as in A, above	C
Entire school year			1. Duty State board of education Probation officers: Have duty of enforcement; Have duty of inspecting "places of employment mentioned" [in 1911 C 159 s 166, 172] to discover cases of illegal employment. School trustees [or truant officers]: Have same duty of inspection as probation officers 1. Power only Any reputable citizen: May bring complaint 2(a). Any offense Maximum—\$300 or imprisonment for 6 months, or both	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
ILLINOIS Hurd's Revised Stat- utes 1913 C 122 s 274, 275	A 7 to 14 <i>Exemptions:</i> (1) If child's physical or mental condition renders attendance imprac- ticable or inexpedient (2) If excused for temporary ab- sence for cause by principal or teacher of school attended		
	B 14 to 16 <i>Exemptions:</i> If necessarily and lawfully employed during school hours Other exemptions same as in A, above		
	C 14 to 16 (if child has age and school certificate stating that he can not read and write simple sentences)	Manufacturing es- tablishment Mercantile insti- tution Factory Workshop Store Office Hotel Laundry Bowling alley "Theater, concert hall, or place of amusement" Passenger or freight elevator [But operation of same is pro- hibited under 16—See Table 1, B] Messenger for any of the above Driver for any of the above [See column IV]	[Age and school cer- tificate can be issued to child who can not read and write simple sen- tences only in city or town where there is a public or parochial evening school and while such school is in session]
INDIANA Burns' Annotated Stat- utes 1914 s 6675, 6677, 6678 (as amended by 1915 C 77), 6682 [See Table 2, A, for requirement of com- pletion of fifth grade for employment from 14 to 16 in any occu- pation during school hours]	D 14 to 16 (if child can not read and write simple sentences)	Any occupation [See column IV]	Town or city where a pub- lic evening school is maintained
	A 7 to 14 <i>Exemptions:</i> If physically or mentally unfit to at- tend school, upon certificate from reputable licensed practicing phy- sician		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire school session			1. Duty Truant officers: Must report all violations to board of education or board of directors and prosecute "all persons who shall appear to be guilty of such violation" 2(a). Each offense Minimum—\$5 Maximum—\$20	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
	Regular attendance certified weekly by principal and teacher of evening school		1. Duty State factory inspector and his assistants and deputies under his supervision School board or local school authorities: Must report to State factory inspector complaints made to them of violations in employments listed in C-III, omitting "hotel" 2(b). Each offense Minimum—\$5 Maximum—\$100	C
	Regular attendance		1. Same as in C, above 2. Same as in C, above	D
Entire common school term			1. Duty State board of truancy Attendance officers: Must enforce act; May inspect establishments where children are employed 2(a). Any offense Minimum—\$1 or \$1 and imprisonment for 2 days Maximum—\$25 or \$25 and imprisonment for 90 days	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age Exemptions II	Occupations or es- tablishments Exemptions III	Localities IV
INDIANA—Continued	B 14 to 16 Exemptions: If regularly employed in useful em- ployment or service during school hours or lawfully employed in gain- ful service [See note in column I] Other exemptions same as in A, above		
B A S 1914 s 6641k	C 11 to 16 (If engaged in regular employ- ment)	Any occupation [See column IV]	(¹)
IOWA Code 1897 Supplement 1913 s 2823-a, 2823-b, 2823-e, 2823-f, 2823-i [The law tabulated in A and B applies to children "of the age of 7 to 16 years inclu- sive"] ¹	A 7 to 14 [See note in column I] Exemptions: (1) If not in proper physical or men- tal condition to attend school, proof of such condition to be furnished by affi- davit of parent or guardian (2) If residing more than 2 miles from any school by nearest traveled road, unless public transportation is provided (3) If excused for sufficient reasons by any court of record or judge thereof (4) If attending religious service or receiving religious instruction		
	B 14 to 16 [See note in column I] Exemptions: (1) On completion of eighth grade (2) If regularly employed Other exemptions same as in A, above		
KANSAS General Statutes 1909 s 7736, 7737, 7741 [The law tabulated in A to C, inclusive, ap- plies to children "be- tween the ages of 8 and 15 years, inclu- sive"] ¹	A 8 to 14 [See note in column I] Exemptions: (1) Upon certificate of graduation from county common schools or cer- tificate of admission to city high school (2) If physically or mentally inca- pacitated for school work, such inca- pacity to be decided by physician's examination if school authorities so desire (3) On temporary excuse from board of directors of country district or board of education of city of first or second class in extreme cases of emer- gency or domestic necessity		

¹ In city, town, or township where the local board of education or township trustee has established approved vocational schools for the instruction of youths over 14 engaged in regular employment, in part-time classes, and has formally accepted the provisions of this section [s 6641k]

SCHOOL ATTENDANCE—Continued

Notes on pp. 467-476 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
.		5 hours per week between 8 a. m. and 5 p. m. Attendance may be required by local board of education or township trustee	1. [School officials who establish vocational schools are authorized to "require" attendance—See column IV] 2. [No specific provision]	C
24 weeks in each school year (In any city of the first or second class entire school year may be required by board of school directors)			1. Duty Director or president of board of directors Truant officers 2(a). Each offense Minimum—\$3 Maximum—\$20	A
[Same as in A, above]			1. Same as in A, above 2. Same as in A, above	B
Entire session			1. Duty Truant officers 2(a). Each offense Minimum—\$5 Maximum—\$25	A

* Under a former section of which the section here quoted is an amendment, "to 14 years"—now "to 16 years"—can not be construed to extend beyond the time when the child becomes 14 years of age.—Attorney General (1904)

* The ages are from the time the child becomes 8 years old until he becomes 15 years old.—State Superintendent of Public Instruction (1913)

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
KANSAS—Continued	B 14 to 15 [See note in column I] <i>Exemptions:</i> If able to read and write English and regularly employed for his own support or the support of those dependent on him, child is partially exempted—See provisions in C, below Other exemptions same as in A, above, excluding subdivision (3)		
	C 14 to 15 (if able to read and write English and regularly employed for his own support or the support of those dependent on him) [See note in column I] <i>Exemptions:</i> Same as in A, above, excluding subdivision (3)		
KENTUCKY Statutes 1915 s 4426a.5, 4432, 4449, 1523, 4521a.1–4521a.4	A “Between the ages of 7 and 12 years, inclusive” <i>Exemptions:</i> On excuse by county board of education upon satisfactory showing to county superintendent of schools that child is not in proper physical or mental condition to attend school		“Within the boundary of the county school district law”
St 1915 s 2978c.1, 2978c.2, 2978c.4, 2978c.6, 2978c.7, 4426a.5, 4432, 4449, 1523 [The law tabulated in B and C applies to children “between the ages of 7 and 16 years inclusive”]	B 7 to 14 [See note in column I] <i>Exemptions:</i> On excuse by local board of education or school board upon certificate from health officer that child is not in proper physical or mental condition to attend school		Any city of first, second, third, or fourth class
	C 14 to 16 [See note in column I] <i>Exemptions:</i> Child having employment certificate Other exemptions same as in B, above		Same as in B, above
LOUISIANA 1910 A 222 s 1 (as amended by 1912 A 232), 3, 5–7 Wolff’s Revised Laws Supplement 1904–1908 v 3 p 230; 1908 A 48 s 1	A “Between the ages of 8 and 14 years, inclusive” <i>Exemptions:</i> On excuse by attendance or truant officers upon satisfactory evidence of one of the following reasons: (1) Completion of elementary school course; (2) If public school facilities within 20 city blocks of child’s home are not adequate to accommodate such child; (3) If bodily or mental condition is such as would prevent or render inadvisable attendance at school or application to study (this excuse valid for not more than 3 months)		Parish of Orleans

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
8 consecutive weeks			1. Same as in A, above 2. Same as in A, above	C
Entire session			1. Duty Subdistrict trustees or other local school officers, and county boards of education: Upon complaint of teachers 2(a). First offense Minimum—\$5 Maximum—\$20 2(a). Subsequent offense Minimum—\$10 Maximum—\$50	A
Same as in A, above			1. Duty Truant officers: Have duty of enforcement; For powers of inspection, see Table 2, A-IX] 2(a). First offense Maximum—\$25 2(a). Subsequent offense Maximum—\$100 or imprisonment for 50 days, or both	B
Same as in A, above			1. Same as in B, above 2. Same as in B, above	C
Entire session			1. Duty Attendance or truant officers: Have duty of enforcement; May inspect establishments where children may be employed 2(a). First offense Maximum—\$5 2(a). Subsequent offense Maximum—\$10	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age Exemptions II	Occupations or es- tablishments Exemptions III	Localities IV
LOUISIANA—Con- tinued	B 14 to 16 Exemptions: If regularly and lawfully engaged at least 6 hours each day in useful em- ployment or service Other exemptions same as in A, above		Same as in A, above
1914 A 91 s 1, 2	C 8 to 14 Exemptions: (1) If physically or mentally unable or unfit to attend school (2) If the sole dependence of infirm persons or a mother or sisters in neces- sitous circumstances, the same to ap- pear from a certificate signed by local superintendent of schools		Any city of over 25,000, except Par- ish of Or- leans
MAINE Revised Statutes 1903 C 15 s 37 (as amended by 1911 C 121), 49 (as amended by 1909 C 57), 51 (as amended by 1913 C 79), 96 (as amended by 1909 C 87) 1915 C 327 s 2	A 7 to 14 Exemptions: (1) On excuse from superintending school committee or local superintend- ent of schools, or teachers acting under direction of either, for necessary ab- sence (2) Superintending school commit- tee may exclude child whose physical or mental condition makes attendance inexpedient		
	B 14 to 15 Exemptions: Child who has "work permit" [For educational and other requirements therefor, see Tables 2 and 3] Other exemptions same as in A, above		
	C 15 to 16 Exemptions: If able to read and write simple Eng- lish sentences Other exemptions same as in B, above		
	D 16 to 17 Exemptions: If able to read and write simple Eng- lish sentences Other exemptions same as in A, above		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
4 months if separate public schools for the races are open for that time; otherwise, entire "public- school term"			1. [No specific provision] 2(a). Any offense Minimum—\$10 Maximum—\$100	C
Entire session			1. Duty Truant officers: Shall put truant child in school; Shall investigate violations, re- port to superintending school committee, and, if so directed by said committee or by local super- intendent of schools, prosecute of- fenders; May inspect manufacturing, me- chanical, mercantile, and other business establishments during school hours when so directed by above superintendent or commit- tee 1. Power only Agents appointed by State super- intendent of schools for townships 2(a). Each offense Maximum—\$25 or imprisonment for 30 days [For slightly lower penalty for per- son responsible for truant, see R S 1903 C 15 s 53 (as amended by 1905 C 48)]	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
Same as in A, above			1. Same as in A, above 2. Same as in A, above	C
Same as in A, above			1. Same as in A, above 2. Same as in A, above	D

TABLE 5.—COMPULSORY

(In reading this analysis, the explanatory

¹ On Jan. 1, 1914, the law was in force in the following counties: Dorchester, Frederick, Harford, Montgomery, Baltimore, Caroline, and Talbot

SCHOOL ATTENDANCE—Continued

Notes on pp. 467-476 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire school year			1. Duty Attendance officers: Have duty of enforcement; May inspect all establishments where minors are employed 2(a). Each offense Maximum—\$5	A
Period (at least 4 months) prescribed by local board of county school commissioners			1. Same as in A, above 2. Same as in A, above	B
Same as in A, above			1. Same as in A, above 2. Same as in A, above	C
Same as in B, above			1. Same as in A, above 2. Same as in A, above	D
Entire session			1. Duty Attendance officers: Have duties and powers as specified in D, below 2(a). Any offense Maximum—\$20	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
MASSACHU- SETTS—Continued R L 1902 C 42 s 11 (as amended by 1914 C 590) 1913 C 467 s 1, 3, 4	C 16 to 21 (If illiterate) <i>Exemptions:</i> If physical or mental condition is such as to render attendance at school harmful or impracticable		Same as in D, below
R L 1902 C 42 s 11 (as amended by 1914 C 590) R L 1902 C 46 s 13 (as amended by 1913 C 779 s 12) R L 1902 C 108 s 8 (as amended by 1907 C 413) 1909 C 514 s 17 (as amended by 1912 C 191), 62 (as amended by 1913 C 779 s 20), 63 (as amended by 1913 C 779 s 21), 64 (as amended by 1913 C 779 s 22), 66 (as amended by 1913 C 779 s 23) 1912 C 726 s 5, 11	D 16 to 21 (If child has not such ability to read, write, and spell in English as is required for completion of fourth grade)	Manufacturing es- tablishment Mechanical estab- lishment Mercantile estab- lishment Factory Workshop [See column IV]	Where a pub- lic evening school is maintained (Evening schools must be maintained in town or city where 20 or more educational certificates have been issued dur- ing preced- ing year to persons not possessing such ability to read, write, and spell in English as is required for comple- tion of fourth grade)
1909 C 514 s 17 (as amended by 1912 C 191), 57 (as amended by 1913 C 779 s 15) 1913 C 805 s 1, 4-7	E 14 to 16 (If regularly employed 6 or more hours per day and having employ- ment certificate)	Any occupation or employment in which em- ployment cer- tificates are is- sued [See col- umn IV]	Where school committee has estab- lished con- tinuation schools, ¹ committee, with con- sent of State board of education, may require attendance

¹ Such schools have been established in Boston and attendance is compulsory

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
[See column VI]	Attendance during entire session or at day school		1. [There is no specific provision, but the act is enforced by the attendance officers] 2. Same as in A. above	C
[See column VI]	Child must be a regular attendant at day or evening school and present to employer each week record of such attendance		1. Duty Inspectors of State board of labor and industries Attendance officers: Have duty of enforcement; [For powers of inspection, see Table 2, A-IX] 2(b). Each offense Maximum—\$100	D
		4 hours per week, between 8 a. m. and 6 p. m. of working-day, and reckoned as part of legal working hours. Attendance may be required—See column IV	1. Duty Local superintendent of schools or his deputy 2(b). Each offense Minimum—\$10 Maximum—\$100 (Above penalty is incurred for employing child after official notification that he is not attending school) (Employment certificate may be revoked for noncompliance with law)	E

CHILD LABOR LEGISLATION.

TABLE 5.—COMPU
(In reading this analysis, the ex

References I	Application of act		
	Age Exemptions II	Occupations or es- tablishment Exemptions III	Loc
GAN Annotated s 1913 s 9908, s amended by o 47), 10111- providing for relief for child to attend on account of r, and requir- endence, see 1913 s 3578-	A 7 to 14 Exemptions: (1) If physically unable to attend (Truant officer may require certificate from competent physician) (2) If under 9 years of age and living more than 2½ miles from nearest pub- lic school, unless transportation is provided		
	B 14 to 16 Exemptions: (1) Child who has completed eighth grade, secured permit required by law for employment (which, however, can not be secured under 15—See pro- visions in Table 2, A, and Table 3, A), and is "regularly employed at some lawful work if physically able to do so" (2) If services are essential to sup- port of parents, on excuse from county commissioner of schools or county superintendent of schools, on the rec- ommendation of district board of edu- cation, which board "shall certify to the facts" [If such child has obtained employment permit (see provisions in Table 2, A, and Table 3, A) he must return to school if unemployed—See Table 3, A-IV] (3) If physically unable to attend (Truant officer may require certificate from competent physician)		
SOTA Statutes 1913 s 82, 2984-2986, 47	A 8 to 14 Exemptions: On excuse from district school board upon any of the following conditions being shown to its satisfaction: (1) On completion of the studies ordinarily required in the eighth grade; (2) If there is no public school within reasonable distance of child's residence, or if conditions of weather or travel make attendance impossi- ble; (3) If child's bodily or mental con- dition is such as to prevent attend- ance at school or application to study for period required If attending upon instruction accord- ing to the ordinances of some church		[See c
	B 14 to 16 Exemptions: [See column V for partial exemption in certain localities] Other exemptions same as in A, above		[See c

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire school year			1. Duty Truant officers or police officers acting as truant officers 2(a). Any offense Minimum—\$5 or imprisonment for 2 days, or both Maximum—\$50 or imprisonment for 90 days, or both	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
Entire school session except that in districts where terms of different schools are of different lengths, attendance may be for shorter term			1. Duty Truant officers: Have duty of enforcement; May inspect all places where labor is employed State department of labor and industries: Shall assist in enforcement; Has powers of truant officers [See G S 1913 s 2986]; May revoke excuses granted by district school board [see column II] if granted without proper or sufficient cause City or county superintendent, or superintendent of district maintaining a high school, or principal of graded school: Shall report violations to county attorney and file complaint upon his request 2(a). Any offense Maximum—\$50 or imprisonment for 30 days	A
Same as in A, above, except that in places other than cities of the first or second class, child whose help may be required in any permitted occupation in or about the home of his parent or guardian may be excused from attendance between Apr. 1 and Nov. 1			1. Same as in A, above 2. Same as in A, above	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
MISSISSIPPI (No provisions)			
MISSOURI Revised Statutes 1909 v 3 s 10790, 10896, 10897 (as amended by 1911 p 132), 10898, 10901, 10906, 10907 (as amended by 1911 p 132), 10908, 10909, 10912	A 8 to 14 <i>Exemptions:</i> Child may be temporarily excused if any of the following facts be shown to satisfaction of court of competent jurisdiction: (1) Child has certificate of gradua- tion from common-school course; (2) Parent or guardian, through extreme destitution, is unable to provide proper clothing; (3) There is no public school taught within 2½ miles of child's resi- dence by nearest traveled road; (4) Child is mentally or physically incapacitated to attend school for the whole or any part of required period		
	B 14 to 16 <i>Exemptions:</i> If actually, regularly, and lawfully en- gaged in useful employment or serv- ice [In places of 500,000 or over (St. Louis) it is specified that this em- ployment shall be for at least 6 hours per day] Other exemptions same as in A, above		
MONTANA Revised Codes 1907 s 1660, 1669 1913 C 76 s 512, 1100, 1102-1105 [For provision requir- ing poor relief to be given child unable to attend school on ac- count of poverty and requiring subsequent attendance of such child, see 1913 C 76 s 1108]	A 8 to 14 <i>Exemptions:</i> (1) On excuse from county superin- tendent of schools when in his judg- ment the distance makes such attend- ance an undue hardship (2) On excuse from city or district superintendent of schools, clerk of board of trustees, or principal of pri- vate or parochial school on satisfactory showing that bodily or mental condi- tion does not permit its attendance at school (Refusal of school official to grant exemption for above excuses is subject to appeal to district court of the county) [Child under 14 who "has success- fully completed" public-school studies would appear to be exempt if em- ployed in occupations from which he is not excluded by minimum age laws (see Table 1) since such child can obtain an age and schooling certificate —See Table 2, A]		
	B 14 to 16 <i>Exemptions:</i> If able to read and write the English language and engaged in some regu- lar employment Other exemptions same as in A, above		

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
NEBRASKA Revised Statutes 1913 s 3585, 6924-6926, 6928	A 7 to 14 <i>Exemptions:</i> (1) Because of physical or mental in- capacity for school work, such inea- pacity, if school authorities so desire, to be determined by physician em- ployed by them (2) If living more than 2 miles from school by the nearest practicable road unless free transportation is furnished		Other than city or met- ropolitan city school district
	B 14 to 15 <i>Exemptions:</i> If legally and regularly employed for his own support or the support of those actually dependent upon him [For school attendance which may be required of these children if non- graduate, and which is obligatory under certain conditions, see provi- sions in E, below] Other exemptions same as in A, above		Same as in A, above
	C 7 to 14 <i>Exemptions:</i> Same as in A, above		City or met- ropolitan city school district
	D 14 to 16 <i>Exemptions:</i> Same as in B, above		Same as in C, above
	E 14 to 16 (if child has not completed eighth grade)	Manufacturing es- tablishment Mercantile institu- tion Theater Concert hall Place of amuse- ment Store Office Hotel Laundry Bowling alley Passenger or freight elevator Factory Workshop Messenger for the above Driver for the above [See column IV]	City or village where pub- lic evening school is maintained for not less than 20 weeks per year, 3 even- ings per week, and 2 hours per evening (Where such school is not maintained as above, the employ- ment certifi- cate neces- sary for em- ployment in these occu- pations can not be is- sued to child who has not completed eighth grade)
[For law according to which evening or other school attend- ance equivalent to the evening-school attendance tabulated in column IV, may be required of child 14 to 16 in city and metropolitan city school districts, and 14 to 15 in other places, if he is "le- gally and regularly employed for his own support or the sup- port of those actually dependent upon him," see R S 1913 s 6924-6926]			

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
12 weeks; where school term is longer, two-thirds of term, but in any case for not less than 12 weeks			1. Duty Truant officers: Have duties as specified in E, below County superintendent of public instruction: On complaint of school authorities 2(a). Any offense Minimum—\$5 Maximum—\$25	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
Entire school year			1. Same as in A, above 2. Same as in A, above	C
Same as in C, above			1. Same as in A, above 2. Same as in A, above	D
	Regular attendance certified weekly by teacher of school attended		1. Duty State deputy commissioner of labor Truant officers: Have duty of enforcement; Shall inspect establishments enumerated in Table 2, A-III 1. Power only Any person: May cause enforcement 2(b). Each offense Maximum—\$50	E

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
NEVADA [For powers of legisla- ture to pass compul- sory school-attend- ance laws, see con- stitution art 11 s 2] Revised Laws 1912 s 3365 (as amended by 1913 C 113), 3443, 3445- 3447, 3449	A 8 to 16 <i>Exemptions:</i> (1) Upon completion of eighth grade (2) Upon presentation to district board of school trustees of satisfactory evidence that child's labor is necessary for its own or its parent's support [But 1913 C 232 s 1 fixes a minimum age of 14 for any employment during school hours—See Table 1, A] (3) When residence, in judgment of deputy superintendent, is located at such a distance from a public school as to render attendance impracticable or unsafe (4) On certificate from any reputa- ble physician that physical or mental condition is such as to prevent or ren- der inadvisable attendance at school or application to study [See Tables 2 and 3, A, for provisions for the granting of employment per- mit, which might be construed to constitute an exemption from school attendance]		
NEW HAMPSHIRE Public Statutes 1901 C 93 s 14 (as amended by 1913 C 221), 15 (as amended by 1901 C 61), 18 P S 1901 C 92 s 17, 18 P S 1901 C 92 p 301 (as amended by 1905 C 91) [For power of districts to make by-laws com- pelling children 6 to 16 to attend school, see P S 1901 C 93 s 6] P S 1901 C 92 s 18 P S 1901 C 93 s 12-13 (as amended by 1901 C 61), 15 (as amended by 1901 C 61) 1911 C 198 s 2 [The application of the provision tabulated in C would appear to be limited in most cases to minors over 16—See provisions in A and B, above, and Table 2, A]	A 8 to 14 <i>Exemptions:</i> On excuse from district school board because physical or mental condi- tion is such as to prevent attendance		Districts "in which a pub- lic school is annually taught"
	B 14 to 16 <i>Exemptions:</i> On completion of course of study pre- scribed for elementary schools Other exemptions same as in A, above		Same as in A, above
	C Any minor (if unable to read and writesimple Englishsentences) [See note in column I] <i>Exemptions:</i> On permit from local superintendent of schools or school board if minor's physical condition would render school attendance in addition to daily labor prejudicial to health, pro- vided that a satisfactory certificate to this effect from regular practicing physician be presented	Manufacturing es- tablishment Mechanical em- ployment Mercantile em- ployment Any other em- ployment [See column IV]	Where a free public evening school is maintained

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
NEW JERSEY 1914 C 223 s 2, 4, 15-18 1913 C 221 s 4 (as amended by 1915 C 224) [Parent or guardian "willfully failing to provide * * * regular school edu- cation as required by law" incurs a maximum penalty of fine of \$100 or im- prisonment for 1 year, or both—1915 C 246 s 1, 2]	A 7 to 14 <i>Exemptions:</i> If it be shown to the satisfaction of the district board of education that child's mental or bodily condition is such as to prevent attendance at school		
	B 14 to 16 <i>Exemptions:</i> If child has been granted an "age and schooling certificate" (see Table 2, A) and is regularly and lawfully employed in some useful occupa- tion or service (If unemployed, he must return to school) Other exemptions same as in A, above		
NEW MEXICO [For constitutional provision concerning compulsory school- attendance require- ments, see constitu- tion art 12 s 3] Statutes 1915 s 4857, 4858, 4960-4962	A 7 to 14 <i>Exemptions:</i> (1) On certificate from regular prac- ticing physician that child is phys- ically unfit for school duties (2) If living more than 3 miles from a public school		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire school session			<p>1. Duty Attendance officers: Have duty of enforcement; May inspect mercantile establishments Sheriff and his officers, all police officers and constables: Shall assist attendance officers in the performance of their duty</p> <p>2(a). Any offense Maximum—\$50 or imprisonment for 1 year, or both (The above penalty is found in 1914 C 223 s 15. The following penalty is found in 1913 C 221 s 4, as amended by 1915 C 224)</p> <p>2(a). First offense Maximum—\$5 2(a). Subsequent offense Maximum—\$25 [See note in column I]</p>	A
Same as in A, above			<p>1. Duty Same as in A, above, and also, Supervisor of school exemption certificates (officer who issues employment certificates): Shall enforce attendance of child having age and schooling certificate who fails to secure employment</p> <p>2. Same as in A, above, including bracketed note</p>	B
Entire school year			<p>1. Duty School directors or local school board County superintendents: Shall require school directors to enforce law, and have "general supervisory powers" Presiding judge of district court: Must, at each session of the court, give substance of law as a special charge to grand jury</p> <p>2(a). Any offense Minimum—\$5 or imprisonment Maximum—\$25 or imprisonment for 10 days</p>	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
NEW YORK Consolidated Laws 1910 v 8 Education C 16: Art 23 s 621 (as amended by 1911 C 710 and by 1913 C 511), 624, 625, 632, 633 subdivision 3, 636; Art 24 s 650 (as amended by 1914 C 480), 651, 652 Greater New York Charter 1901 C 461 s 1069 subdivision 8 (as added by 1914 C 479 s 1)	A 7 to 14 <i>Exemptions:</i> If not in proper physical or mental condition to attend school		City or school district hav- ing a popu- lation of 5,000 or over and employ- ing a super- intendent of schools
	B 14 to 16 <i>Exemptions:</i> If regularly and lawfully engaged in useful employment or service and having an employment certificate Other exemptions same as in A, above		Same as in A, above
	C 8 to 14 <i>Exemptions:</i> Same as in A, above		Elsewhere than place specified in A, above
	D 14 to 16 <i>Exemptions:</i> If having proper working papers and regularly and lawfully engaged in useful employment or service Other exemptions same as in A, above		Same as in C, above
C L 1910 v 8 Educa- tion C 16: Art 23 s 622 (as amended by 1913 C 748), 628 (as amended by 1913 C 748)	E Boy 14 to 16 (if in possession of an em- ployment certificate) <i>Exemptions:</i> If holding a certificate of graduation from the elementary school or the preacademic certificate issued by the regents, or certificate of completion of an elementary course issued by the education department, or if attending continuation school—See provisions in F, below	Any occupation [See column IV]	Any city of first or second class
	F 14 to 16 (if regularly employed and if in possession of an employment cer- tificate) <i>Exemptions:</i> If holding a certificate of graduation from the elementary school or a pre- academic certificate of completion of the elementary course issued by the education department, or if receiving instruction approved by the board of education	Any occupation [See column IV]	City or dis- trict where part-time or continua- tion schools are estab- lished and local board of education requires at- tendance

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire session, which shall not be less than 160 days			<p>1. Duty State commissioner of education: Shall supervise enforcement Superintendent of schools: Shall supervise enforcement within city, union free school district, or common-school district whose limits include in whole or in part an incorporated village Attendance officers: May inspect any establishment; Shall perform duties in connection with enforcement prescribed by superintendent of schools in localities specified above, and by Bureau of Compulsory Education in New York City</p> <p>2(a). First offense Maximum—\$5 or imprisonment for 5 days 2(a). Subsequent offense Maximum—\$50 or imprisonment for 30 days, or both</p>	A
Entire session			<p>1. Same as in A, above 2. Same as in A, above</p>	B
Same as in B, above			<p>1. Same as in A, above 2. Same as in A, above</p>	C
Same as in B, above			<p>1. Same as in A, above 2. Same as in A, above</p>	D
	6 hours each week for 16 weeks		<p>1. Same as in A, above 2(b). First offense Minimum—\$20 Maximum—\$50 2(b). Subsequent offense Minimum—\$50 Maximum—\$200</p>	E
		Not less than 4 hours nor more than 8 hours per week for 36 weeks, between 8 a. m. and 5 p. m. of any workday. Attendance may be required— See column IV	<p>1. Same as in A, above 2. Same as in E, above</p>	F

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
NORTH CAROLINA [For powers of general assembly to enact compulsory school-attendance laws, see constitution art 9 s 15] Pell's Revisal of 1908 Supplement 1913 C 89 s 4092a(1) as amended by 1915 C 236 s 3(a), 4092a(2), 4092a(4), 4092a(5) as reenacted by 1915 C 236 s 3 (b), 4092a(6) as reenacted by 1915 C 236 s 3(c), 4092a(8), 4092a(9), 4092a(11), 4148 as reenacted by 1915 C 236 s 1(f) [For exemption from attendance if child has not necessary books and clothing, and requirement for attendance after aid has been provided, by charity or otherwise, see P R 1908 Supp 1913 C 89 s 4092a(2)]	A 8 to 12 ¹ <i>Exemptions:</i> (1) If because of extreme poverty services of child are necessary for his own support or support of his parents, as attested by affidavits of parents and such witnesses as attendance officers may require (2) If living 2½ miles by the nearest traveled route from the schoolhouse (3) If physical or mental condition, as attested by "legally qualified physician before any court having jurisdiction under this act," renders attendance impracticable or inexpedient		All counties of the State except Mitchell and Polk Counties, except that this act shall not affect or repeal any existing local laws requiring compulsory school attendance
	B 8 to 15 <i>Exemptions:</i> Same as in A, above		Mitchell County
	C 7 to 15 <i>Exemptions:</i> Same as in A, above		Polk County
NORTH DAKOTA Compiled Laws 1913 s 1195, 1342, 1344, 1345	A "Of or between the ages of 8 and 15" <i>Exemptions:</i> On excuse from district school board or local board of education when it is shown to their satisfaction that one of the following reasons exists: (1) If child has acquired the branches of learning taught in the public schools; (2) If "child is actually necessary to the support of the family;" (3) If physical or mental condition (as declared by a licensed physician, if required by the board) is such as to render such attendance inexpedient or impracticable; (4) If no school is taught the requisite length of time within 2½ miles of residence by nearest route, unless free transportation has been provided		

¹The county board of education or the school board of trustees of any town of 2,000 or more may extend this age to 13 or 14 years

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) For parents, etc.; (b) For employer, etc. VIII	
4 months of the school term of each year			<p>1. Duty Attendance officers: Have duty of enforcement; May inspect any office, factory, or business house employing children to enforce these provisions, and require birth certificate or affidavit of age if there is doubt as to child's age</p> <p>1. Power only County boards of education: May "make such rules as they may deem best to secure attendance of all children between the ages of 8 and 12 years"</p> <p>2(a). Any offense Minimum—\$5 Maximum—\$25</p>	A
Same as in A, above			<p>1. Same as in A, above 2. Same as in A, above</p>	B
Same as in A, above			<p>1. Same as in A, above 2. Same as in A, above</p>	C
Entire school session			<p>1. Duty Truant officers County superintendent of schools or, in special or independent districts, the superintendent or principal of schools</p> <p>2(a). First offense Minimum—\$5 Maximum—\$20 2(a). Subsequent offense Minimum—\$10 Maximum—\$50</p>	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
OHIO Page and Adams' An- notated General Code 1912 s 871-22 (as added by 1913 p 95), 871-24 (as added by 1913 p 95), 980, 6250, 7762, 7763 (as amend- ed by 1914 p 232), 7764 (as amended by 1913 p 864), 7766 (as amended by 1914 p 129), 7767 (as amend- ed by 1913 p 864), 7770 (as amended by 1913 p 864), 7771-7773 (as amended by 1914 p 225), 7794, 12974, 12977, 12982, 12983, 12986 [For provisions for the granting of such re- lief as will enable him to attend school to child unable to do so because absolutely required to work for the support of him- self or others, see P & A A G C 1912 s 7777]	A Boy 8 to 15 Girl 8 to 16 <i>Exemptions:</i> On excuse from superintendent of public schools, or by principal of private or parochial school (subject, upon refusal, to appeal to judge of juvenile court of county), upon satis- factory showing that the bodily or mental condition of child does not permit of its attendance		
	B Boy 15 to 16 <i>Exemptions:</i> If he has passed a satisfactory sixth- grade test in reading, spelling, writ- ing, English grammar, geography, and arithmetic and is engaged in some regular employment. If un- employed, he must return to school within 2 weeks; if, in opinion of local superintendent of schools or his deputy, employment is lost by rea- son of persistent, willful misconduct or continuous inconstancy, he may be placed in school until the close of current school year Other exemptions same as in A, above		
	C [Boy] 15 to 16 <i>Exemptions:</i> Child who has satisfactorily com- pleted eighth grade	Engaging in regu- lar employment [See col- umn IV]	In places where dis- trict board of educa- tion estab- lishes part- time day schools for children over 15 who are engaged in regular employ- ment ¹

¹ Such schools have been established in Cincinnati, Dayton, and possibly in other places

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Full time that the school attended (public, private, or parochial) is in session, which shall in no case be less than 28 weeks			<p>1. Duty Truant officers: Have duty of enforcement; May inspect all places where children are employed State industrial commission</p> <p>2(a). Any offense Minimum—\$5 Maximum—\$20 (Above penalty is incurred for not sending to school child 8 to 14 or child 14 to 16 if it has not passed a satisfactory fifth-grade test or is not regularly employed, unless parent "proves his inability so to do." The compulsory school law was amended in 1913, making the age period for boys from 8 to 15 and for girls from 8 to 16, but the penalty was not amended. The general penalty, however—a maximum fine of \$50—provided by section 12983 of the Code, would appear to apply to other violations)</p> <p>(Any person convicted of a violation of any law relating to the compulsory education of minors, who again violates any such law, shall be imprisoned for not less than 10 nor more than 30 days)</p>	A
Same as in A, above			<p>1. Same as in A, above 2. Same as in A, above</p>	B
		8 hours per week, between 8 a. m. and 5 p. m., during school term	<p>1. Duty State industrial commission Truant officers: Have duties and powers as specified in A, above</p> <p>2(b). Any offense Minimum—\$25 (for officer, etc., of corporation) Maximum—\$50 (for any person) (Any person convicted of a violation of any law relating to the compulsory education or employment of minors, who again violates any such law, shall be imprisoned for not less than 10 nor more than 30 days)</p>	C

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i>	Occupations or es- tablishments <i>Exemptions</i>	Localities
	II	III	IV
OKLAHOMA [For duty of legislature to enact compulsory school-attendance laws, see constitution art 13 s 4] 1913 C 219 art 13 s 1, 2, 5 1913 C 219 art 9 s 1, 3, 6, 8 [For provision granting scholarship to child whose wages are necessary for support of widowed mother, see 1913 C 219 art 13 s 4]	A 8 to 16 <i>Exemptions:</i> If mentally or physically unable to attend school, such disability to be determined by the school district board or board of education upon certificate from a duly licensed and practicing physician		
OREGON Lord's Oregon Laws 1910 s 4119 (as amended by 1911 C 243), 4120, 4121 (as amended by 1911 C 243), 4123 (as amended by 1911 C 243), 4124, 4125, 4127, 4128	A "Between and including the ages of 9 and 15 years of age" ¹ <i>Exemptions:</i> (1) Upon acquirement of the ordinary branches of learning [taught in the grammar grades of the public schools], to be determined by district school board (2) If physically unable to attend school, on certificate of competent physician presented to truant officer (3) Child 9 to 10 living more than 1½ miles, child over 10 more than 3 miles, from a public school by the nearest traveled road if transportation is not furnished		
L O L 1910 s 5025 (as amended by 1911 C 138), 5032 (as amended by 1911 C 138), 5034 (as amended by 1911 C 138) [The provision tabulated in B is amended by implication by section 4119 (as amended by 1911 C 243), as given in A, above]	B 9 to 16 <i>Exemptions:</i> Child 14 to 16 legally employed in some lawful work; if unemployed, child must return to school		

¹"Between and including the ages of 9 and 15 years" has been ruled upon by the attorney general's office as ending with the fifteenth anniversary of the child's birth

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
66 per cent of entire school session [The constitution—art 13 s 4—directs the legislature to provide for compulsory attendance for “at least 3 months”]			1. Duty School district board or resident of district: Must file complaint of violations with township justice of the peace County superintendent of public instruction: On complaint of teachers 2(a). Any offense Minimum—\$10 Maximum—\$25	A
Term of the number of months public school is held annually			1. Duty Truant officers: Have duty of enforcement; [For other duties, see Table 2, A-IX] Justices of the peace: Shall prosecute upon complaint of truant officers 2(a). Any offense Minimum—\$5 or imprisonment for 2 days, or both Maximum—\$25 or imprisonment for 10 days, or both	A
Entire school term			1. Duty State board of inspectors of child labor or deputy of said board: May inspect factories, workshops, and mercantile establishments; Shall report violations therein to school authorities and to district attorney 2(a). Any offense Minimum—\$5 Maximum—\$25	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age Exemptions II	Occupations or es- tablishments Exemptions III	Localities IV
PENNSYLVANIA 1911 Pamphlet Laws 309 s 1414; Stewart's Purdon's Digest Sup- plement 1912 p 113 1911 P L 309 s 1415, 1416, 1418; S P D Supp 1912 p 114 1911 P L 309 s 1423; S P D Supp 1912 p 115 1911 P L 309 s 1425; S P D Supp 1912 p 116 (as amended by 1915 P L 228) 1911 P L 309 s 1428; S P D Supp 1912 p 116 1911 P L 309 s 1432, 1434; S P D Supp 1912 p 117	A 8 to 14 <i>Exemptions:</i> (1) On excuse from district board of school directors upon satisfactory evi- dence that mental, physical, or other urgent reasons (term "urgent reasons" shall be strictly construed) prevent school attendance or application to study (2) If child lives 2 miles from public school by the nearest traveled road and free transportation is not provided		
	B 14 to 16 <i>Exemptions:</i> If child has an employment certificate issued according to law, is able to read and write, and is regularly en- gaged in useful and lawful employ- ment or service during the time schools are in session Other exemptions same as in A, above		
1915 Pamphlet Laws 286 s 3, 4, 23, 24 [The act tabulated in C is in effect Jan. 1, 1916]	C 14 to 16 <i>Exemptions:</i> Where school is not "within reason- able access" to place of employment	Any occupation [See column IV]	School dis- trict in which such school ¹ has been estab- lished with- in said dis- trict or within rea- sonable ac- cess to place of employ- ment in an adjoining district
PHILIPPINE ISLANDS [No provisions]			
PORTO RICO Revised Statutes and Codes 1911 s 635 [For regulations by the provisions of a later law governing child 10 to 14 exempted from school attend- ance to go to work, see provisions in B and C, below]	A 8 to 14 <i>Exemptions:</i> (1) When school is not within rea- sonable distance from child's home or when accommodation can not be fur- nished at a school within reasonable distance from child's home (2) On completion of each grade of the course of study prescribed for the particular school [See note in column I]		

¹ School attended must be approved by State superintendent of public instruction. It may be conducted in the establishment where minor is employed or in a public school building or such other place as board of school directors may designate

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire term, but board of school directors, in any district of the fourth class, may reduce the period to 70 per cent of the school term			1. Duty Attendance officers: Have duty of enforcement; May inspect places where children are employed and demand employment certificates Superintendent of schools, supervising principal, attendance officer, or secretary of the board of school directors: On complaint 2(a). First offense Maximum—\$2 2(a). Subsequent offense Maximum—\$5	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
		8 hours per week between 8 a. m. and 5 p. m. of any day exclusive of Saturday to be considered as part of the working day or working week	1. Duty State commissioner of labor and industry Attendance officers Police officers 2(b). Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 10 days, or both	C
[Entire session]			1. Duty Municipal authorities upon notification from the teacher or from supervising principal of the municipality 2(a). First offense Public reprimand by judicial officer before whom tried 2(a). Second offense Maximum—\$5 2(a). Third offense Maximum—\$10	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i>	Occupations or es- tablishments <i>Exemptions</i>	Localities
	II	III	IV
PORTO RICO—Con- tinued 1913 No 42 s 4-5 (as amended by 1913 Ex- traordinary Session No 139), 12-14 1913 Extraordinary Session No 139 s 6 [The provisions tabu- lated in B and C do not apply to children 10 to 14 who are em- ployed in picking or gathering coffee or in planting, picking, or tending in the field any agricultural or horticultural prod- ucts in company with or under the direct personal super- vision of their par- ents, guardians, or relatives over 16 years of age]	B 10 to 14 <i>Exemptions:</i> On permission to go to work in any lucrative occupation on the follow- ing certificates [For requirements, see provisions in A to C, inclusive, Tables 2 and 3]: (1) Educational certificate from department of education stating that the following has been completed: (a) If in country, work necessary for admission to the fourth grade of the public rural schools; (b) If in town, sixth grade of the public graded schools; (2) Poverty certificate from alcalde of municipality stating that neces- sity (as defined) exists and author- izing employment [For possible evening-school attendance required, see provisions in C, below]; (3) Employment certificate from alcalde of municipality stating that there are no schools within a reason- able distance of community where child lives wherein accommodation can be furnished and authorizing employment [For possible evening- school attendance required, see provisions in C, below] [See note in column I]		
	C 10 to 14 (when employed on alcalde's certificate—See provisions in B and C, Tables 2 and 3) <i>Exemptions:</i> When "just cause" exists for nonat- tendance	Any lucrative oc- cupation during school hours [For definition of lucrative oc- cupation, see Table 1, A] [See column IV] <i>Exemptions:</i> [See note in col- umn I]	Where child resides not more than 1 kilometer from a night school un- der the di- rection of the Depart- ment of Ed- ucation of Porto Rico
RHODE ISLAND General Laws 1909 C 72 s 1, 3 G L 1909 C 66 s 15-17	A 7 to 14 <i>Exemptions:</i> Upon proof of any of the following facts, or presentation of a certificate from local school committee or issued under its direction setting forth that: (1) Child has completed elemen- tary studies taught in the first 8 years of school attendance, exclud- ing kindergarten; (2) Child's physical or mental con- dition is such as to render attend- ance inexpedient or impracticable; (3) Child is destitute of suitable clothing and parent or guardian is unable to provide same; (4) Child was excluded from school attendance "by virtue of some gen- eral law or regulation"		
	B 14 to 15 <i>Exemptions:</i> If lawfully employed at labor or at service or engaged in business Other exemptions same as in A, above		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y ; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Came as in A, above			1. Same as in A, above 2. Same as in A, above	B
	Regular attendance certified monthly by teacher of evening school		1. Duty Porto Rican Bureau of Labor 2(b). First offense Minimum—\$25 Maximum—\$100 2(b). Subsequent offense Minimum—\$100 Maximum—\$1,000	C
Entire session			1. Duty Truant officers: Have duty of enforcement, under the direction of the local school committee; May inspect all places and establishments where children under 15 are employed, and demand lists and certificates of children under 16 (Factory inspectors must report names of children 14 to 16 working without certificates—see Table 2, A—to school committee) 2(a). Each offense Maximum—\$20	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B

TABLE 5.—COMPULSORY

{In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i>	Occupations or es- tablishments <i>Exemptions</i>	Localities
	II	III	IV
SOUTH CAROLINA 1915 No 98 s 1, 2, 4-7 [For exemption from attendance in case parent is not able to provide necessary books and clothing, and requirement for attendance after aid has been provided by any means whatsoever, see 1915 No 98 s 2]	A 8 to 14 <i>Exemptions:</i> (1) If physical or mental condition, as attested by a legally qualified physician before the board of school trustees, is such as to render attendance impracticable or inexpedient (2) If residing 2½ miles from the schoolhouse by the nearest traveled route unless free transportation is provided (3) If child's services are necessary for support of himself or his parents, on account of extreme poverty, as attested by affidavit of parents and of such witnesses as the trustees of district may require (4) On temporary excuse from board of school trustees for good and sufficient reasons, said reasons and the duration of the excuse to be set forth in writing by said board [See column 5 for partial exemption in certain localities]		Any district or aggregation of adjoining districts where a majority of the qualified electors submit a petition for the adoption of this act, or where said act is adopted by majority vote at a popular election which must be ordered in any district upon a petition of one-fourth of the qualified electors and in districts containing a town of 1,500 or more inhabitants upon a petition of a majority of the board of school trustees
	B 14 to 16 <i>Exemptions:</i> (1) If actually, regularly, and lawfully engaged in useful employment or service (2) If able to read and write simple English sentences Other exemptions same as in A, above		Same as in A, above
SOUTH DAKOTA 1907 C 135 art 4 s 99, 100 1913 C 192 s 3-4 (as added by 1915 C 169) 1907 C 135 art 7 s 148 (as amended by 1915 C 170), 149	A "Between the age of 8 and 16 years, both inclusive" <i>Exemptions:</i> If child has completed 8th grade If parent or guardian shall "show" to local board of education or district school board or to court that: (1) Child has acquired the branches of learning taught in the public schools; (2) Child's physical or mental condition, as declared by a competent physician, is such as to render attendance unsafe or impracticable If in opinion of court or judge compulsory attendance "would impose conditions which would not be humane"		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire term; 4 months, or full term if term is less than 4 months, for child living in agricultural district and engaged in work at home, whether attending district or town school			1. Duty Board of school trustees: Has duty of enforcement; May inspect office, factory, or business house 2(a). First offense Minimum—\$2 Maximum—\$25 2(a). Subsequent offense Minimum—\$5 Maximum—\$25 (Each day's violation a separate offense after expiration of 3 days from notification)	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
Entire term, in absence of local regulation, but district board may decrease time to not less than 16 weeks per year after child has completed 6th grade			1. Duty Truant officers Teacher, member or agent of local board of education: Shall petition county court to inquire into violations, and case shall be tried 1. Power only Any reputable citizen: May petition as above 2(a). Any offense Minimum—\$10 Maximum—\$20	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
TENNESSEE Shannon's Code 1896 s 1432 1907 C 236 s 14 (as amended by 1909 C 562), 17 (as amended by 1909 C 186, 576, by 1911 C 564, and by 1915 C 48, 113) 1913 C 9 s 1-3, 6, 7	A "Between the ages of 8 and 14, inclusive" <i>Exemptions:</i> On excuse (temporary) if it be shown to court of competent jurisdiction or county or city board of education that any of the following conditions exists: (1) Completion of elementary school course (including 8 grades), on certificate of principal of school attended; (2) Inability of parent or guardian, through extreme destitution, to provide proper clothing for child (case shall be reported to poor officials); (3) If living more than 2 miles from a public school by nearest traveled road and no public transportation is provided; (4) Mental or physical incapacity to attend school		[See column V]
	B 14 to 16 <i>Exemptions:</i> If able to read and write, and actively, regularly, and lawfully engaged in useful employment or service Other exemptions same as in A, above		[See column V]
TEXAS Revised Civil Statutes 1911 art 2774 (as amended by 1915 C 121) 1915 C 49 s 1, 2, 6-9	A 8 to 12 <i>Exemptions:</i> (1) If bodily or mental condition is such as to render attendance inadvisable, upon certificate of a reputable physician (2) If living 2½ miles by direct and traveled road from nearest public school for children of the same race and color, unless free transportation is provided		
	B 12 to 14 <i>Exemptions:</i> Upon completion of 4th grade, if services are necessary for support of parent or guardian, upon submission of proper evidence to the county superintendent of public instruction Other exemptions same as in A, above		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-473 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
In cities of 5,000 scholastic population (by 1912 or subsequent State census) maintaining separate school system, full school term Elsewhere, 80 days, or, if school term is less than 80 days, for full school term			1. Duty Attendance officers: Have duty of enforcement; May inspect office, factory, or business house employing children under 16 and require certificate of school attendance County or city superintendents under direction of board of education 2(a). First offense Minimum—\$2 Maximum—\$20 2(a). Subsequent offense Minimum—\$5 Maximum—\$50	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
60 days, for the scholastic year beginning September 1, 1916; 80 days, for the year beginning September 1, 1917; and for the year 1918-19 and each year thereafter at least 100 days, but in no case for a longer period than the maximum term of public school of the district where child resides			1. Duty Attendance officers or school superintendents and peace officers acting as attendance officers 2(a). First offense Fine of \$5 2(a). Second offense Fine of \$10 2(a). Subsequent offense Fine of \$25 (Each day's violation a separate offense)	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B

TABLE 5.—COMPULSOR

[In reading this analysis, the explanation

State References I	Application of act		
	Age Exemptions II	Occupations or es- tablishments Exemptions III	Localities IV
UTAH Compiled Laws 1907 s 1906, 1962-1964, 4065	A 8 to 16 <i>Exemptions:</i> On certificate from city or county superintendent of schools, on evi- dence satisfactory to him that one of the following reasons exists: (1) Child has already acquired branches of learning taught in the district schools; (2) Services are necessary to sup- port of mother or invalid father; (3) Physical or mental condition renders attendance inexpedient or impracticable (school board may require certificate from competent physician); (4) No district school within 2½ miles is taught the requisite length of time		
VERMONT 1915 No 64 s 30-33, 50, 52-57, 65, 173 [For law providing poor relief for child failing to attend because of lack of suitable cloth- ing, see 1915 No 64 s 59]	A 8 to 15 <i>Exemptions:</i> (1) If child has already completed the elementary school course (2) If mentally or physically un- able to attend school (school super- intendent may in such case request town health officer or competent physician to examine child) (3) If "legally excused from attend- ing school" [Such excuse may be obtained on completion of the course of study prepared for the elementary schools by superintendent of educa- tion—See Table 2, A; Table 3, A]		
	B 15 to 16 <i>Exemptions:</i> If child has completed first 6 years of elementary school course he may be excused by superintendent if his services are needed for support of those dependent upon him or for other sufficient reason Other exemptions same as in A, above		
VIRGINIA [The general assembly may provide for the compulsory educa- tion of children be- tween the ages of 8 and 12 years—Con- stitution art 9 s 38] Code 1904 s 1462 (as amended by 1906 C 248) 1908 C 364 s 1, 2, 4, 5-7	A 8 to 12 <i>Exemptions:</i> (1) If able to read and write (2) If excused "for cause" by dis- trict school trustees (3) If weak in body or mind (4) If living more than 2 miles from nearest public school or more than 1 mile from the line of a public free school wagon route		Any county, city, town, or district in which the qualified voters there- of "avail themselves" of these provisions at a general or special election ¹

¹ These provisions have been adopted by the following cities: Clifton Forge, Lynchburg, Petersburg, Richmond, Bristol, and by the following counties: Alleghany, Henrico, Rockingham, Shenandoah, Wise

SCHOOL ATTENDANCE—Continued

Notes on pp. 467-478 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
In any city of the first or second class, 30 weeks (10 consecutive) In any other place, 20 weeks (10 consecutive)			1. Duty President of local board of education: In cities Chairman of district school trustees: In districts 2(a). Any offense Maximum—\$300 or imprisonment for 6 months, or both	A
"Full number of days for which * * * school is held; and, if the school * * * is held for more than 170 days," child shall "continue in school unless excused in writing by the superintendent"			1. Duty Truant officers: Have duty of enforcement; May inspect certain establishments [For list, see P S 1906 C 50 s 1045 (as amended by 1912 No 75 s 11)] School superintendents: Shall enforce if they have reason to believe law has been violated; May return truant child to school [In unorganized towns and gores, supervisors have duties of truant officers] 2(a). Any offense Minimum—\$5 Maximum—\$25	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
12 weeks (6 consecutive) each year, or twice that time at half time or night school	[See column V]		1. Duty District school board 1. Power only Any taxpayer: May make complaint to above board, which must be prosecuted 2(a). First offense Minimum—\$2 Maximum—\$10 2(n). Subsequent offense Minimum—\$5 Maximum—\$20	A

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
WASHINGTON Pierce s Code 1912 title 413 s 427, 489, 839, 841, 843, 845, 849	A 8 to 15 <i>Exemptions:</i> On certificate from district or county superintendent of schools, for any of the following reasons: (1) Child has attained reasonable proficiency in branches required by law to be taught in first 8 grades; (2) He is mentally or physically unable to attend school; (3) Other sufficient reason		
	B 15 to 16 <i>Exemptions:</i> If regularly and lawfully engaged in useful and remunerative employ- ment Other exemptions same as in A, above.		
WEST VIRGINIA Hogg's Code 1913 C 45 s 2113, 2114, 2156-2158	A 8 to 14 <i>Exemptions:</i> (1) In case of sickness or death in family or for other reasonable cause (2) If there is no school within 2 miles by nearest traveled road [See provisions in B, Tables 1 to 3, inclusive, for requirement of permit from State commissioner of labor or county superintendent of schools for employment under 14 in business or service during school hours, which, if granted, would apparently constitute an exemption]		
	B 14 to 15 <i>Exemptions:</i> [See provisions in A, Tables 1 to 3, in- clusive, for requirement of a certifi- cate for employment of child 14 to 16 in certain occupations, which might by implication constitute an exemp- tion for child who has passed fourth grade and can read and write simple English sentences]		

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
Entire session			1. Duty Attendance officers: Have duty of enforcement; May inspect stores, mills, shops, or other places where children may be employed 2(a). Any offense Maximum—\$25	A
			1. Same as in A, above 2. Same as in A, above	B
24 weeks			1. Duty Truant officers: Have duty of enforcement; [For other duties, see Table 2, A-IX] 2(a). First offense Fine of \$2 2(a). Subsequent offense Fine of \$5	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References 1	Application of act		
	Age <i>Exemptions</i> II	Occupations or es- tablishments <i>Exemptions</i> III	Localities IV
WISCONSIN Statutes C 27 s 439a.1 (as renumbered by 1915 C 520), 439b, 439ca, 439cb, 439cc. 1, 439cc. 2, 339ce, 439e, 462 St C 83 s 1728d.1 [Any child 14 to 16, liv- ing within 2 miles of the school of any town or within the corporate limits of any city or village, if not physically inca- pacitated and not re- quired by the provi- sions tabulated in B to attend school, shall, if he lives in a town or city maintaining schools as specified in D-IV either attend such school for 5 hours per week for 6 months or 4 hours per week for 8 months or attend school as specified in B—St C 27 s 439a-1 as added by 1915 C 266] St C 27 s 439ca St C 83 s 1728a-11, 1728a-12, 1728a-13, 1728a-14, 1728a-15, 1728a-16, 1728d.1 St C 110a s 2394-52	A 7 to 14 <i>Exemptions:</i> (1) If child has completed eighth grade and has diploma (2) If child lives more than 2 miles from school of his district by nearest traveled road, unless free transporta- tion is furnished (3) If child has certificate from rep- utable physician in general practice that he is not in proper physical or mental condition to attend school		[See column V]
	B 14 to 16 [See note in column I] <i>Exemptions:</i> If regularly and lawfully employed in useful employment or service at home or elsewhere Other exemptions same as in A, above		[See column V]
	C Minor over 14 <i>Exemptions:</i> (1) If able to read and write simple English sentences (2) Child may be exempted by State industrial commission if he has certifi- cate from registered practicing physi- cian showing that his physical con- dition, or the distance necessary to be traveled, would render required at- tendance in addition to daily labor prejudicial to his health	Any industry for which a public evening or con- tinuation school is maintained [See column IV]	City, town, or village in which pub- lic evening or continua- tion school for the in- dustry in which minor is to work is maintain- ed [There are as yet— Jan. 1, 1915— no such schools]

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school] VI	Continuation school VII	1. Enforcing authorities—Duty; Power only 2. Penalties—(a) For parent, etc.; (b) For employer, etc. VIII	
In any city of the first class, entire session of school attended In any other city, 8 school months In any town or vil- lage, 6 school months			1. Duty Truant officers: Have duty of enforcement; May inspect factories, work- shops, mercantile establishments, and other places of employment and shall report all cases of illegal employment to school authorities and to State industrial commission 1. Power only State industrial commission 2(a). Each offense Minimum—\$5 or imprisonment, or both Maximum—\$50 or imprisonment for 3 months, or both	A
Same as in A, above			1. Same as in A, above 2. Same as in A, above	B
	Regular attend- ance at evening continuation school; weekly records of at- tendance must be presented to employer	[See column VI]	1. Duty State industrial commission: Has duty of enforcing "all the provisions of the statutes regulat- ing or relative to child labor" and, so far as not otherwise pro- vided for in the statutes, the laws relating to school attendance [Truant officers may have the duty and certainly have the power of enforcement] 2(b). Each offense Minimum—\$10 Maximum—\$100 (Above penalty may be recovered from corporation in action for debt or assumpsit)	C

TABLE 5.—COMPULSORY

[In reading this analysis, the explanatory

State References I	Application of act		
	Age <i>Exemptions</i>	Occupations or es- tablishments <i>Exemptions</i>	Localities
	II	III	IV
WISCONSIN—Con- tinued St C 83 s 439ca, 1728a.2, 1728c-1.1 (as amend- ed by 1915 C 420), 1728c-1.2, 1728c-1.3, 1728c-1.4, 1728c-2.1, 1728c-2.2, 1728d.1, 1729s-8.3 St C 110a s 2394-52, 2394-70	D 14 to 17	Any occupation [See column IV]	City, town, or village where day c o n t i n u a - t i o n c l a s s e s , i n d u s t r i a l s c h o o l , o r c o m m e r c i a l s c h o o l i s e s - t a b l i s h e d f o r m i n o r s 14 t o 16 w o r k i n g u n d e r p e r - m i t ¹
	E Any minor	Any occupation which is not a trade industry (see St C 83 s 1729s-8.2) a n d f o r w h i c h a l i v - i n g w a g e f o r m i - n o r s s h a l l h a v e b e e n e s t a b l i s h e d b y i n d u s t r i a l c o m m i s s i o n ² [See column IV]	Same as in D, above
WYOMING Compiled Statutes 1910 s 1956, 1957, 1992, 1994	A "Between the ages of 7 and 14, in- clusive" <i>Exemptions:</i> On excuse from district board for one of the following reasons: (1) Child who is an invalid or to whom schoolroom might be injuri- ous (physician's certificate required); (2) If this law would "work a hardship" to child (in this case ex- cuse must be written); (3) If child has been excluded from regular school for legal reasons and no provision has been made for his schooling		

¹ The following cities were maintaining continuation schools on Jan. 1, 1915: Appleton, Beaver Dam, Beloit, Chippewa Falls, Cudahy, Eau Claire, Fond du Lac, Grand Rapids, Green Bay, Janesville, Kenosha, LaCrosse, Madison, Manitowoc, Marinette, Marshfield, Menasha, Menomonie, Milwaukee, Neenah, Oshkosh, Racine, Sheboygan, South Milwaukee, Stevens Point, Superior, Two Rivers, Wausau, and West Allis [See St s 553p-3.1 (as amended by 1915 C 515) and 553p-3.9 for regulations as to where such schools must be established]

² For provision requiring minors employed in any occupation which is a trade industry, and for which a living wage for minors shall have been established by the industrial commission, to be indentured, and school attendance required, see s 1729s-8.1, 2377 (as reenacted by 1915 C 133)

SCHOOL ATTENDANCE—Continued

notes on pp. 467-475 should be borne in mind]

Required attendance			Enforcement	
Day school V	Evening school VI	Continuation school VII	1. Enforcing authorities—D u t y; Power only 2. Penalties—(a) For parent, etc.: (b) For employer, etc. VIII	
		5 hours per week in daytime for 8 months or 4 hours per week for 10 months for child 14 to 16, and 5 hours per week for 6 months or 4 hours per week for 8 months for child 16 to 17. Time shall be allowed by employer as a reduction in hours of labor	1. Duty Truant officers: Have duties and powers as specified in A, above State industrial commission: Has duties as specified in C, above 2(b). Each offense Minimum—Forfeiture of \$10 to State Maximum—Forfeiture of \$100 to State [A civil suit may be brought for violation]	D
		Same as in D, above	1. Same as in C, above 2. Same as in D, above	E
Entire session			1. Duty Truant officer Sheriff and deputy sheriff Constable 2(a). First offense Minimum—\$5 Maximum—\$25 2(a). Subsequent offense Minimum—\$5 or \$5 and imprisonment Maximum—\$25 or \$25 and imprisonment for 90 days	A

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
ALABAMA 1915 p 193 s 13, 14 [Distribution of newspapers and periodicals permitted to boy 10 to 12 upon compliance with all the provisions tabulated in A] [The provisions tabulated in A apply to employment in the second group of occupations listed in column V as well as to engaging therein; penalty for employer, etc., is therefore tabulated in column VIII]	A Boy 12 [See first note in column I] Girl 18	Boy 12 to 16 [See first note in column I]	Any city of 25,000 or over according to the latest Federal census	Distributing, selling, exposing or offering for sale newspapers, magazines, periodicals, handbills, or circulars Any other trade or occupation performed in any street or public place
ALASKA [No provisions]				
ARIZONA Revised Statutes 1913 Civil Code title 14 C 2 s 3110, 3133-3135 [For provision governing employment in bootblack stand or establishment, see provisions in A, B, and C, in Tables 1, 2, and 3. For provision fixing minimum age of 16 for employment in peddling or any wandering business, see Table 1, D]	A Boy 10 Girl 16	[See C, below]	Any city of the first or second class	Selling, exposing, or offering for sale newspapers, magazines, periodicals, or other merchandise in any street or public place
	B 10	[See C, below]		Bootblack in street or public place
	C [Boy 10]	Boy 10 to 14		Selling papers outside school hours "Other work outside school hours"
ARKANSAS [See column VI]	A			

RADES

ates on pp. 467-475 should be borne in mind]

Regulations	Night work prohibited	Enforcement	
VI	VII	VIII	
<p>“Regular school attendance” required Badge required, subject to the following conditions: (1) Issued by the superintendent of schools or his deputy; (2) Application must be made in person by child, accompanied by parent or guardian; (3) Submission of satisfactory proof of age; (4) Conspicuous wearing and annual renewal of badge; (5) May be revoked or suspended for violation, or in case school record is not satisfactory to school principal</p>	<p>8 p. m. to 5 a. m.</p>	<p>1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor</p>	<p>A</p>
<p>[See C, below. It would appear that the license there described would be required for employment of boy 10 to 14, but it is not so specified]</p>		<p>1. Duty State factory inspector and his deputies Police officers and other peace officers 2(a). Any offense Offender shall be dealt with as juvenile delinquent. [See also column VI, subdivision (5)] 2(c). Any offense Minimum—\$1 Maximum—\$50</p>	<p>A</p>
<p>Same as in A, above</p>		<p>1. Same as in A, above 2. Same as in A, above</p>	<p>B</p>
<p>License may be issued by local board of school trustees for engaging in work outside of school hours when, in its judgment, such work will not be harmful to boy, either physically or morally</p>		<p>1. Same as in A, above 2. Same as in A, above</p>	<p>C</p>
<p>[There are no specific provisions, but see Tables 1 to 4 for general provisions which might apply to employment in street trades, and Table 5 for compulsory school-attendance requirements which would under certain conditions keep child from work during school hours. Any child under 10 who is found peddling or selling any articles upon the streets, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court. -1911 A 215 s 1]</p>			<p>A</p>

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
CALIFORNIA Deering's General Laws 1909 A 1611 s 16-17 (as added by 1915 C 625) [Child under 18 is pro- hibited by 1911 C 688 s 1 from selling goods, or engaging in or con- ducting any business between 10 p. m. and 5 a. m.—See Table 4, C III. This provision would apparently ap- ply to street trades]	A Boy 10 Girl 18		Any city of 23,000 or over	Selling or distributing newspapers, maga- zines, periodicals, or circulars Peddling Bootblacking Any other occupation pursued in any street or public place
COLORADO Mills' Annotated Stat- utes revised edition 1912 s 537, 659, 670, 672, 673 1915 C 180 s 11 [See Table 1, B, and Table 4, A, for general provisions which might affect employ- ment in street trades]	A Girl 10		Any town or city	Selling or distributing newspapers, periodi- cals, or other publica- tions, or any article of merchandise in street or alley Engaging in any other business or occupa- tion in street or alley
CONNECTICUT [See column VI]	A			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>VI</p>	<p>Night work prohibited</p> <p>VII</p>	<p>Enforcement</p> <p>1. Enforcing authorities — Duty; Power only</p> <p>2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor</p> <p>VIII</p>	
		<p>1. Duty</p> <p>State bureau of labor statistics</p> <p>2(b). Any offense</p> <p>Maximum—\$50 or imprisonment for 60 days, or both</p> <p>(Above penalty is incurred by parent violating any provision of this act, but no specific provision of act forbids parent to allow child to work under the age specified in column II and the applicability of the penalty therefore appears doubtful)</p>	A
		<p>1. Duty</p> <p>Deputy State labor commissioner [factory inspector]</p> <p>State industrial commission:</p> <p>Shall "inquire into and supervise the enforcement * * * of the laws relating to child labor"</p> <p>2(b). First offense</p> <p>Minimum—\$5</p> <p>Maximum—\$25</p> <p>2(b). Second offense</p> <p>Minimum—\$100 or imprisonment, or both</p> <p>Maximum—\$500 or imprisonment for 90 days, or both</p> <p>(All above penalties are incurred by person having child "under his control" who permits such child to "be employed")</p>	A
<p>[There are no specific provisions, but see Table 1, C, for prohibition of employment under 18 in peddling, and Table 1, B, and Table 5 for provisions which might indirectly affect work in street trades]</p>			A

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
DELAWARE Revised Code 1915 C 71 s 2325 R C 1915 C 90 s 3168-3177, 3180, 3189 [For minimum age of 14 for employment in "bootblack-stand es- tablishment," see Table 1, B] [The provisions for badges do not apply "in the case of newsboys." It is not clear whether or not the possession of an employment certifi- cate exempts a child from the night work prohibition] [It is not clear whether or not the provisions in this table apply to employment in listed occupations or only to engaging therein]	A Boy 12 Girl 14	Boy under 14 [12 to 14] Girl under 16 [14 to 16]	Any city of 20,000 or over	Distributing, selling, ex- posing, or offering for sale newspapers, maga- zines, or periodicals in street or public place <i>Exemptions:</i> [For possible exemption in case of poverty, see R C 1915 C 90 s 3179]
	B [No minimum ages specified]	Boy under 14 Girl under 16	Same as in A, above	Bootblack Any other trade or occu- pation performed in street or public place Distribution of hand bills or circulars or any other articles except news- papers, magazines, and periodicals <i>Exemptions:</i> Same as in A, above

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>VI</p>	<p>Night work prohibited</p> <p>VII</p>	<p>Enforcement</p> <p>1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor</p> <p>VIII</p>	
<p>Compliance with legal requirements concerning school attendance—See Table 5. Work prohibited during school hours unless child has employment certificate</p> <p>Permit and badge required, subject to the following conditions [See second note in column I]:</p> <p>(1) Issued by superintendent of schools of city of Wilmington or of county or by deputy of either;</p> <p>(2) Application must be made in person by parent, guardian, etc.;</p> <p>(3) Evidence of age same as is required for employment certificate [See Table 2, B-IV];</p> <p>(4) Written statement of principal or chief executive officer of school child is attending stating that child is an attendant, with grade attained, and that he has attained normal development and is physically and mentally fit for such employment and able to do such work in addition to school work required by law;</p> <p>(5) Conspicuous wearing and annual renewal of badge;</p> <p>(6) Subject to inspection on demand of State child labor inspector;</p> <p>(7) May be revoked for 6 months upon recommendation of enforcing officers specified in column VIII</p> <p>(Employment certificate of child 14 to 16 shall be accepted in lieu of any other requirements)</p>	<p>8 p. m. to 6 a. m.</p> <p>[See second note in column I]</p>	<p>1. Duty State child labor inspector or inspector authorized by him 1. Power only Any person: May make and prosecute complaints [Permit and badge may be revoked by issuing officer upon recommendation of principal or chief executive of school or upon complaint of State child labor inspector or of probation officer]</p> <p>2(a). Any offense Offender dealt with as juvenile delinquent</p> <p>2(b). First offense Minimum—\$5 Maximum—\$50</p> <p>2(b). Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both</p> <p>2(b). Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both</p> <p>2(c). Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both (Penalty 2(c) is incurred by person selling, etc., with knowledge that minor intends to violate or after notification that minor is unlicensed)</p>	<p>A</p>
<p>Same as in A, above</p>	<p>8 p. m. to 6 a. m.</p> <p>[See second note in column I]</p>	<p>1. Same as in A, above 2. Same as in A, above</p>	<p>B</p>

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References	Minimum age	Regulated age	Localities	Occupations Exemptions
I	II	III	IV	V
DISTRICT OF COLUMBIA Code 1911 p 444 s 11-14; p 445 s 15 36 United States Statutes at Large p 990 [For minimum age of 12 and regulations 12 to 16 for employment in bootblack stand, see Table 1, A; Tables 2 and 3; Table 4, B]	A Boy 10 Girl 16	Boy 10 to 16		Selling, exposing, or offer- ing for sale newspapers, magazines, periodicals, goods, wares, or mer- chandise upon any street, road, or high- way or in any public place
	B Boy 10 Girl 16	Boy 10 to 16	Same as in A, above	Trade of bootblackening
FLORIDA Compiled Laws 1914 s 2642a, 2642l, 2642r, 2642t, 2642w, 3724a [The provisions tabulat- ed in A apply to child distributing, selling, etc., and "employ- ment" is not specifi- cally mentioned except in the exemption] [See also C L 1914 s 3237 for minimum age of 14 for employment in beg- ging or peddling and Table 1, A, for mini- mum age of 12 for em- ployment in "sale of merchandise"]	A Boy 10 [See column V] Girl 16		Any city of 6,000 or over	Distributing, selling, ex- posing, or offering for sale newspapers, mag- azines, or periodicals in street or public place <i>Exemptions:</i> Male children employed in the delivery of newspapers to regular subscribers outside of school hours [See first note in column I]
[See column VI]	B			
GEORGIA [No provisions]				
HAWAII [See column VI]	A			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>VI</p>	<p>Night work prohibited</p> <p>VII</p>	<p>Enforcement</p> <p>1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor</p> <p>VIII</p>	
<p>Age and schooling certificate [or age certificate] is required—See A and B in Tables 2 and 3 for details [But it would appear that proof of age would be required only that child is over 10] In addition, permit and badge are required, subject to the following conditions:</p> <p>(1) Issued by local superintendent of schools or his deputy, upon application of parent or guardian;</p> <p>(2) Permit states that above-mentioned certificate has been examined and filed;</p> <p>(3) Conspicuous wearing and annual renewal of badge;</p> <p>(4) Subject to inspection on demand of police or truant officer or of child labor inspector</p> <p>[Compulsory school-attendance law requires attendance 8 to 14 for entire session except on presentation of satisfactory evidence to superintendent of schools of the District of Columbia that child has acquired the branches of learning taught in the public schools, or is physically or mentally incapacitated]</p>	<p>10 p. m. to 6 a. m.</p>	<p>1. Duty Child labor inspectors [2 detailed privates of police force] [For authorities to whom badge must be exhibited on demand, see column VI]</p> <p>2. [No specific provision. Juvenile court has jurisdiction over offenses]</p>	<p>A</p>
<p>Same as in A, above, including bracketed note</p>		<p>1. Same as in A, above 2. Same as in A, above</p>	<p>B</p>
		<p>1. Duty State labor inspector Grand juries: Shall be charged by county and circuit judges, at beginning of each term of the court, to investigate violations</p> <p>1. Power only Grand juries and county solicitors of criminal courts of record: “Have inquisitorial powers to investigate violations”</p> <p>Any person: May make complaint</p> <p>2(b). Any offense Maximum—\$50 (Above penalty is incurred by person having child “under his control” who permits such child “to be employed”—See note in column I)</p>	<p>A</p>
<p>[Any child under 12 who is found peddling any article upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and may be declared a ward of the court—C L 1914 s 1208a]</p>			<p>B</p>
<p>[There are no specific provisions, but see Table 5 for compulsory school-attendance requirements which might indirectly affect work in street trades]</p>			<p>A</p>

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
IDAHO [See column VI]	A			
ILLINOIS Hurd's Revised Stat- utes 1913 C 38 s 42hg [For minimum age of 14 for employment in peddling, see H R S 1913 C 38 s 492, 493, 495, 496] [The provisions tabulat- ed in A apply to em- ployment in listed oc- cupations as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII] [See column VI]	A "Minor child"			Selling, giving away, or in any manner dis- tributing any book, magazine, pamphlet, newspaper, story pa- per, or publication de- voted to the publica- tion or principally made up of criminal news, police reports, or accounts of criminal deeds, or pictures and stories of deeds of bloodshed, crime, etc.
	B			
INDIANA [See column VI]	A			
IOWA Code 1897 Supplemental Supplement 1915 s 2477-a1, 2477-d [The provisions tabu- lated in A appear to apply both to employ- ment in listed occupa- tions and to engaging therein]	A Boy 11 Girl 18 [In cities having a superior or mu- nicipal court, superintendent of schools or his deputy may, in exceptional cases, upon suf- ficient showing made by the su- perior or muni- cipal judge, is- sue a permit to boy under 11]	Boy 11 to 16 [See note in column II]	Any city of 10,000 or over	Distribution or sale of newspapers, maga- zines, periodicals, or circulars Any other occupation in any street or public place Peddling Bootblackening

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>VI</p>	<p>Night work prohibited</p> <p>VII</p>	<p>Enforcement</p> <p>1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor</p> <p>VIII</p>	
<p>[There are no specific provisions. See Table 1, C, for provision fixing minimum age of 16 for employment in peddling or any wandering business. See Table 6 for compulsory school-attendance requirements which may affect work in street trades]</p>			A
		<p>1. [No specific provision]</p> <p>2(b). Any offense Maximum—\$500 or imprisonment for 6 months, or both (Above penalty is incurred by employer, etc., also)</p>	A
<p>[See Table 5 for compulsory school-attendance requirements which would indirectly affect work in street trades. Any child under 10 who is found peddling or selling any articles upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court— 1915 p 368 s 1]</p>			B
<p>[There are no specific provisions, but see Table 1, A and D, for general regulations which might be in some degree applicable to work in street trades, and Table 5, A and B, for compulsory school-attendance requirements which would appear practically to prohibit work in street trades under 14 during school hours]</p>			A
<p>Work prohibited during school hours Badge required, subject to the following conditions:</p> <p>(1) Issued by the local superintendent of schools or his deputy or deputy of local school board;</p> <p>(2) Evidence of age and certificate of physical fitness same as is required for employment certificate [See Table 2, A-IV and A-V];</p> <p>(3) School record, signed by chief executive of school attended, certifying that child is a regular attendant at school and that the work in which he is to engage will not interfere with his progress at school;</p> <p>(4) Annual renewal of badge</p>	<p>7.30 p. m. to 4 a. m. (8.30 p. m. to 4 a. m. during summer school vacation)</p>	<p>1. Duty Truant or attendance officers</p> <p>2(b). Any offense Maximum—\$15 (Above penalty is incurred by "parent or person in charge" of child)</p> <p>2(c). Each offense Minimum—\$15 Maximum—\$100 (Above penalty is incurred by person selling, etc., with knowledge that minor intends to violate, or after notification from enforcing official that minor is unlicensed)</p>	A

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
KANSAS [See column VI]	A			
KENTUCKY Statutes 1915 s 331a.15, 331a.16 [The provisions tabu- lated in A and B ap- ply to employment in listed occupations as well as to engaging therein; penalty for employer, etc., is there- fore given in column VIII] [For prohibition of em- ployment of girl un- der 16 in peddling, see St 1915 s 326, 330, 331] [For law prohibiting em- ploying or permitting "minor child" to sell any book, pamphlet, newspaper, etc., de- voted to criminal news or accounts of immoral, etc., deeds, see St 1915 s 1354]	A Boy 14 Girl 18		Any city of the first, second, or third class	Peddling Boot blacking Distributing or selling newspapers, maga- zines, periodicals, or circulars Any other occupation pursued in street or public place
	B	Boy 14 to 16	Same as in A, above	Peddling Boot blacking Distributing or selling magazines, periodicals, or circulars Any other occupation pursued in street or public place [This would apparently in- clude selling newspa- pers]

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>VI</p>	<p>Night work prohibited</p> <p>VII</p>	<p>Enforcement</p> <p>1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor</p> <p>VIII</p>	
<p>[There are no specific provisions, but see Tables 1 to 4 for general regulations which might apply to employment in street trades, and Table 5 for compulsory school-attendance requirements which would, under certain conditions, keep a child from work during school hours. Any child under 10 who is found peddling or selling any article upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—General Statutes 1909 s 5100]</p>			<p>A</p>
		<p>1. Duty Labor inspectors Truant officers Police officers Juvenile court probation officers</p> <p>2(a). Any offense Child shall be dealt with as juvenile delinquent 2(b). First offense Minimum—\$15 Maximum—\$50 2(b). Second offense Minimum—\$15 or imprisonment, or both Maximum—\$100 or imprisonment for 30 days, or both 2(b). Subsequent offense Minimum—\$200 or imprisonment for 30 days, or both (Penalty 2(b) applies only to violations in regard to children under 16 and is incurred by employer, etc., as well as by parent) 2(c). Each offense Minimum—\$15 Maximum—\$100 (Penalty 2(c) is incurred by person selling, etc., with knowledge that minor intends to violate or after notification that minor is unlicensed)</p>	<p>A</p>
<p>Badge required, subject to following conditions: (1) Issued by local or county superintendent of schools or his deputy on application of child accompanied by parent or guardian; (2) Compliance with all the requirements for the issuance of an employment certificate (see Tables 2 and 3, A) except as specified in parenthetical note below; (3) Conspicuous wearing and annual renewal of badge (Child not fulfilling educational requirements—fifth grade—may receive badge authorizing him to work outside school hours)</p>	<p>8 p. m. to 6 a. m.</p>	<p>1. Same as in A, above 2. Same as in A, above</p>	<p>B</p>

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations <i>Exemptions</i> V
LOUISIANA [See column VI]	A			
MAINE Revised Statutes 1903 C 125 s 15 1905 C 123 s 1 (as amended by 1915 C 320 s 1), 2 (as amended by 1915 C 320 s 4) 1911 C 65 s 2, 11 [The provision tabulated in A applies to employment in listed occupations as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII]	A Any minor			Selling, giving away, or in any manner distributing any book, magazine, pamphlet, or newspaper devoted to the publication or principally made up of criminal news, police reports, or accounts of criminal deeds, or pictures and stories of crime, etc.
MARYLAND Annotated Code 1911 v 3 (1914) art 100 s 13, 26-35, 37, 38, 45, 46, 48 [The provisions here tabulated appear to apply to employment in listed occupations, as well as to engaging therein; penalty for employer, etc., is therefore tabulated in column VIII] [For minimum age of 12 for employment in "sale of merchandise" and of 16 for employment in peddling, see Table 1, A and F; for minimum age of 14 and regulations 14 to 16 for employment in boot-black stand or establishment, see Table 1, B, and Tables 2 and 3, A]	A Boy 10 [For employment under 10, see column V, " <i>Exemptions</i> "]	Boy 10 to 16	Any city of 20,000 or over	Distributing, selling, exposing, or offering for sale newspapers, magazines, or periodicals in street or public place <i>Exemptions:</i> Above shall not be construed to forbid the serving of newspapers on a regular route by boys under 10 provided it is not done during the hours when the public schools are in session

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations	Night work prohibited	Enforcement	
VI	VII	VIII	
[There are no specific provisions, but see Tables 1 to 4 for general regulations which might apply to employment in street trades, and Table 5 for compulsory school-attendance requirements which would, under certain conditions, keep a child from work during school hours. Any child 17 years of age and under who is found peddling any article in any street, road, or public place, or who accompanies any person so doing, is deemed delinquent and may be declared a ward of the court—Wolff's Revised Laws Supplement 1904-1908 v 3 p 393; 1908 A 83 s 9]		1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor	A
		1. Duty State commissioner of labor [and industry] “Agents for the protection of children,” sheriffs, deputy sheriffs, police officers, and constables: Shall enforce any act for the protection of children 2(b). Any offense Minimum—\$25 or imprisonment, or both Maximum—\$100 or imprisonment for 6 months, or both (Above penalty is incurred by employer, etc., also)	A
Compliance with legal requirements concerning school attendance—See Table 5 Permit and badge required, subject to the following conditions: (1) Issued by chief of State bureau of statistics and information or by county superintendent of schools or his deputy; (2) Application must be made in person by parent, guardian, etc.; (3) Evidence of age same as is required for an employment certificate [See Table 2, A-IV]; (4) Written statement of principal or chief executive officer of school attended stating that child is an attendant and giving grade attained; (5) Conspicuous wearing and annual renewal of badge; (6) Subject to inspection on demand of enforcing officers; (7) May be revoked for 6 months upon recommendation of officers specified in column VIII (In case of boy 14 to 16, employment certificate shall be accepted in lieu of any other requirements)	8 p. m. to 6 a. m.	1. Duty Chief of State bureau of statistics and information Inspectors of factories, attendance officers, and other authorized officers 1. Power only Any person: May make and prosecute complaints (Permit and badge may be revoked by issuing officer upon recommendation of principal or chief executive of school attended, or upon complaint of enforcing officer, or of police, attendance, or probation officer) 2(a). Any offense Offender dealt with as juvenile delinquent 2(b). First offense Maximum—\$50 2(b). Second offense Maximum—\$200 or imprisonment for 30 days, or both (Penalty 2(b) is incurred by employer, etc., also) 2(c). Any offense Maximum—\$200 or imprisonment for 30 days, or both (Penalty 2(c) is incurred by person selling, etc., with knowledge that minor intends to violate or after notification that minor is unlicensed)	A

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
MARYLAND—Continued.	B Boy 14	Boy 14 to 16	Same as in A, above	Bootblack Other trade or occupation performed in any street or public place Distributing handbills or circulars or other articles, except newspapers, magazines, or periodicals as specified in A, above
	C Girl 16		Same as in A, above	Occupations same as in A and B, above
MASSACHUSETTS Revised Laws 1902 C 46 s 13 (as amended by 1913 C 779 s 12) R L 1902 C 65 s 17 (as amended by 1910 C 419) 1906 C 463 Pt III s 89 1913 C 779 s 13	A	Any minor		Trade of bootblack Sale of newspapers, etc.
1913 C 779 s 13 1913 C 831 s 11-15, 19, 22-25 [For employment in bootblack stand or establishment, see Table 1, A; Table 4, B and C] [For law prohibiting employing or permitting minor to sell, lend, give away, or distribute any book, pamphlet, magazine, newspaper, etc., devoted to the publication or principally made up of criminal news, police reports, accounts of criminal deeds, or pictures and stories of crime, etc., under penalty of imprisonment for not more than 2 years or fine of not less than \$100 nor more than \$1,000, see R L 1902 C 212 s 21]	B Boy 12	Boy 12 to 16	Any city of over 50,000	Selling, exposing, or offering for sale newspapers, magazines, periodicals, or other articles of merchandise of any description Trade of bootblack Trade of scavenger Other trade (All above in street or public place)

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
Same as in A, above	8 p. m. to 6 a. m.	1. Same as in A, above 2. Same as in A, above	B
	8 p. m. to 6 a. m.	1. Same as in A, above 2. Same as in A, above	C
Mayor and aldermen or selectmen may prohibit or regulate In any city, school committee has fore- going powers for minor under 14 [For regulations as to compulsory school attendance of all minors, see Table 5]		1. Duty Attendance officers: Have duty of enforcement; Have oversight of minors licensed by school committee Police officers 2(a). Each offense Maximum—\$10 2(b)(c). Any offense Maximum—\$200 or imprisonment for 6 months (Penalty 2(c) is incurred by person selling, etc., with knowledge that minor intends to violate and after notification by school committee that minor is not licensed) (Street railway company shall be fined \$50 for each offense for permitting child under 10 to enter and sell on car)	A
Compliance with legal requirements concerning school attendance—See Table 5 Badge required, subject to following conditions: (1) Issued by superintendent of schools or his deputy or deputy of school committee; (2) Evidence of age same as is re- quired for an employment certificate [See Table 2, A-IV]; (3) Subject to inspection on de- mand of enforcing officer; (4) Conspicuous wearing of badge; (5) May be revoked for 3 months upon complaint of enforcing officer or probation officer; (6) May be refused if applicant, upon due investigation, is found to be physically or mentally incompe- tent or unable to do work in addi- tion to the regular school attendance required by law—See Table 5; (7) Work during school hours pro- hibited unless child has employ- ment certificate (School committee may make further regulations and requirements for issuance)	9 p. m. to 5 a. m.	1. Duty Attendance officers Police officers 1. Power only Any person May prosecute violations 2(a). First offense Child shall be warned 2(a). Subsequent offense May be arrested and dealt with as a delinquent child 2(b). First offense Minimum—\$2 or imprisonment, or both Maximum—\$10 or imprisonment for 5 days, or both 2(b). Subsequent offense Minimum—\$5 or imprisonment, or both Maximum—\$25 or imprisonment for 10 days, or both 2(c). Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (Penalty 2(c) is incurred by person selling, etc., with knowledge that minor intends to violate or after no- tification to this effect from enforc- ing officer)	B

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References	Minimum age	Regulated age	Localities	Occupations Exemptions
I	II	III	IV	V
MASSACHUSETTS— Continued	C Girl 15		Same as in B, above	Same as in B, above
MICHIGAN Howell's Annotated Statutes 1913 s 4757 [For prohibition of em- ployment under 16 in begging, see Table 1, B] [For earlier law covering practically the same ground as that tabu- lated in A, but with a different penalty, see H A S 1913 s 3925, 14744] [The provisions tabulat- ed in A apply to em- ployment in listed oc- cupations as well as to engaging therein; pen- alty for employer, etc., is therefore given in column VIII]	A Any minor			Selling, giving away, or distributing book, magazine, pamphlet, newspaper, or other paper, etc., devoted to the publication or principally made up of criminal news, po- lice reports, or ac- counts of criminal deeds, or pictures and stories of crime, etc.
[See column VI]	B			
MINNESOTA General Statutes 1913 s 3819, 8705 [The provisions tabulat- ed in A apply to em- ployment in listed occupations as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII]	A Any minor			Selling, giving away, or distributing any book, magazine, newspaper, etc., of immoral, etc., character, or devoted to the publication or largely made up of criminal news, police reports, accounts of criminal deeds, or pictures and stories of crime, etc.
[See column VI]	B			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
		1. Same as in B, above 2. Same as in B, above (except that 2(a) subsequent offense applies only to minor under 17; minor 17 to 18 in- curs maximum fine of \$15 upon recom- mendation of school principal)	C
		1. [No specific provision] 2(b). Any offense Maximum—\$100 or imprisonment for 3 months, or both (Above penalty is incurred by em- ployer, etc., also)	A
[Any child under 12 who is found begging or peddling as a business, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—H A S 1913 s 11644 (as amended by 1915 No 308 s 1)]			B
		1. Duty State department of labor and in- dustries 2(b). Any offense Minimum—\$100 or imprisonment for 90 days, or both Maximum—\$500 or imprisonment for 1 year, or both (Above penalty is incurred by em- ployer, etc., also)	A
[See Table 5 for compulsory school- attendance provisions which might indirectly affect work in street trades. Any child under 10 who is found peddling or selling any articles upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—G S 1913 s 7162, 7178]			B

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
MISSISSIPPI [No provisions]				
MISSOURI Revised Statutes 1909 v 1 s 1726a (as added by 1911 p 132), 1726d (as added by 1911 p 132) R S 1909 v 2 s 7824, 7825 Any child under 10 who is found ped- dling or selling any articles upon the street, or who is used in the aid of any per- son so doing, is deemed neglected and may be declared a ward of the court—1913 p 148 s 2]	A Boy 10 Girl 16			Selling, exposing, or of- fering for sale news- papers, magazines, pe- riodicals, or other mer- chandise in street, hotels, railway sta- tions, places of public amusement, places where intoxicating liquors are manufac- tured or sold, or pub- lic office buildings
MONTANA Revised Codes 1907 s 1660, 1669, 8111, 8391, 8392 [The provisions tabu- lated in A make it un- lawful "to hire, use, employ, or permit" child under 16 to en- gage in occupations listed in column V; penalty for employer, etc., is therefore tabu- lated in column VIII]	A 16			Selling, giving away, or in any manner dis- tributing book, pam- phlet, magazine, news- paper, or publication devoted to the publi- cation or principally made up of criminal news, police reports, or accounts of criminal or immoral, etc., deeds
[See column VI]	B			
NEBRASKA Revised Statutes 1913 s 3554, 8790 [The provisions tabulat- ed in A apply to em- ployment in listed occupations as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII]	A "Minor child"			Selling, giving away, or distributing book, pamphlet, magazine, newspaper, or other paper devoted to the publication or princi- pally made up of crim- inal news, police re- ports, or accounts of criminal or immoral, etc., deeds
[See column VI]	B			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
		1. Duty State factory inspector: In cities of 10,000 or over "shall enforce all laws relating to the in- spection" of certain establishments, among which are specified hotels, concert halls or places of public amusement, and mercantile estab- lishments [For list, see R S 1909 v 2 s 7825] 2(a). Any offense Maximum—\$100 or imprisonment for 1 year, or both (Each day's violation a separate offense)	A
		1. Duty State bureau of child and animal pro- tection: Was created "for the purpose of enforcing the laws * * * pertain- ing to children"; Has powers of inspection 2(b). Any offense Maximum—\$500 or imprisonment for 6 months, or both (Above penalty is incurred by em- ployer, etc., also)	A
[There are no provisions governing street trades in general, but see Table 1 for law regulating employ- ment during school term and Table 5 for compulsory school-attendance provisions which might affect work in street trades. For prohibition of employment of child under 16 in begging, or peddling in public street or highway, or in any mendicant or wandering business, see R C 1907 s 1660, 1669, 8111, 8347]			B
		1. Duty State commissioner of labor: Must examine into "the employ- ment of illegal child labor" 2(b). Any offense Minimum—\$50 or imprisonment, or both Maximum—\$500 or imprisonment for 6 months, or both (Above penalty is incurred by em- ployer, etc., also)	A
[Any child under 10 who is found ped- dling or selling any article upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—R S 1913 s 1244]			B

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
NEVADA Revised Laws 1912 s 6461, 6284 1915 C 203 s 4, 8, 9, 13 [The provisions tabu- lated in A apply to employment in listed occupations as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII]	A Any minor			Selling, giving away, or distributing book, pamphlet, magazine, newspaper, etc., de- voted to the publica- tion or largely made up of criminal news, police reports, or ac- counts of criminal deeds, or pictures and stories of bloodshed, crime, etc.
[See column VI]	B			
NEW HAMPSHIRE 1911 C 162 s 4, 16, 17, 20 [For general prohibition of night work, 7 p. m. to 6.30 a. m., which would apparently ap- ply to employment in street occupations, and for partial exemption as to hours of deliver- ing newspaper routes, see Table 4, A] [For minimum age of 14 and requirement of certificate 14 to 16 for employment in boot- black stand or parlor, see provisions in A in Tables 1, 2 and 3]	A Boy 10 Girl 16			Selling, exposing, or of- fering for sale news- papers, magazines, periodicals, or other merchandise in street or public place
	B 10			Bootblack in street or public place
Public Statutes 1901 C 92 s 18 P S 1901 C 93 s 15 (as amended by 1901 C 61) P S 1901 C 265 s 7-9 1911 C 198 s 2 [The provisions tabu- lated in C apply to em- ployment in listed oc- cupations as well as to engaging therein; en- forcement as to em- ployment and penalty for employer, etc., are therefore tabulated in column VIII]	C Any minor			Selling, giving away, or distributing book, pamphlet, magazine, newspaper, etc., or any printed paper devoted to the pub- lication or illustration of stories or accounts of bloodshed, crime, etc., or principally made up of police re- ports and criminal news

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations	Night work prohibited	Enforcement	
VI	VII	VIII	
		1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor	
		1. Duty State labor commissioner: Shall enforce all laws relating to employment of minors 2(b). Any offense Minimum—\$500 or imprisonment for 6 months, or both Maximum—\$1,000 or imprisonment for 1 year, or both (Above penalty is incurred by employer, etc., also)	A
[Any child under 10 who is found peddling or selling any article upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—R L 1912 s 728. See also Table 1, A, and Table 5 for provisions which would indirectly affect work in street trades during school hours]			B
		1. Duty Truant officers State inspectors appointed by and under supervision of State superintendent of public instruction: Shall inspect “places of employment within the contemplation of this act,” and have power of enforcement 2(b). Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
		1. Same as in A, above 2. Same as in A, above	B
		1. Duty State labor commissioner: Shall, “whenever he shall deem it necessary,” prosecute violations of laws “regulating the employment of help” Truant officers: As to employment under 16 during school hours 1. Power only State superintendent of public instruction or his deputy: As to employment of minors 2(b). Any offense Maximum—\$100 or imprisonment for 6 months, or both (Above penalty is incurred by employer, etc., also)	C

In reading this analysis, the expla

State Territories	Minimum age	Required age	Locations	Occupations Exemptions
I	II	III	IV	V
NEW JERSEY Laws 1909 v 4 Art 12 s 161-b (as added by 1914 C 21) Art 12 s 161-a (as added by 1914 C 21) Art 12 s 161 (as added by 1914 C 21) Art 12 s 161-b (as added by 1914 C 21) Art 12 s 161-c (as added by 1914 C 21) Art 12 s 161-d (as added by 1914 C 21) Art 12 s 161-e (as added by 1914 C 21) Art 12 s 161-f (as added by 1914 C 21) Art 12 s 161-g (as added by 1914 C 21) Art 12 s 161-h (as added by 1914 C 21) Art 12 s 161-i (as added by 1914 C 21) Art 12 s 161-j (as added by 1914 C 21) Art 12 s 161-k (as added by 1914 C 21) Art 12 s 161-l (as added by 1914 C 21) Art 12 s 161-m (as added by 1914 C 21) Art 12 s 161-n (as added by 1914 C 21) Art 12 s 161-o (as added by 1914 C 21) Art 12 s 161-p (as added by 1914 C 21) Art 12 s 161-q (as added by 1914 C 21) Art 12 s 161-r (as added by 1914 C 21) Art 12 s 161-s (as added by 1914 C 21) Art 12 s 161-t (as added by 1914 C 21) Art 12 s 161-u (as added by 1914 C 21) Art 12 s 161-v (as added by 1914 C 21) Art 12 s 161-w (as added by 1914 C 21) Art 12 s 161-x (as added by 1914 C 21) Art 12 s 161-y (as added by 1914 C 21) Art 12 s 161-z (as added by 1914 C 21)	A	Boy 12 to 14	Any city of first, second, or third class	Selling newspapers Blacking shoes Running errands (Other light employment not otherwise prohibited by law for children under 18) (All above are limited by 1914 C 223 s "employment in open air")
NEW MEXICO Laws 1909 v 4 Art 12 s 161-b (as added by 1914 C 21)	A			
NEW YORK Laws 1909 v 4 Art 12 s 161-b (as added by 1914 C 21) Art 12 s 161-a (as added by 1914 C 21) Art 12 s 161 (as added by 1914 C 21) Art 12 s 161-b (as added by 1914 C 21) Art 12 s 161-c (as added by 1914 C 21) Art 12 s 161-d (as added by 1914 C 21) Art 12 s 161-e (as added by 1914 C 21) Art 12 s 161-f (as added by 1914 C 21) Art 12 s 161-g (as added by 1914 C 21) Art 12 s 161-h (as added by 1914 C 21) Art 12 s 161-i (as added by 1914 C 21) Art 12 s 161-j (as added by 1914 C 21) Art 12 s 161-k (as added by 1914 C 21) Art 12 s 161-l (as added by 1914 C 21) Art 12 s 161-m (as added by 1914 C 21) Art 12 s 161-n (as added by 1914 C 21) Art 12 s 161-o (as added by 1914 C 21) Art 12 s 161-p (as added by 1914 C 21) Art 12 s 161-q (as added by 1914 C 21) Art 12 s 161-r (as added by 1914 C 21) Art 12 s 161-s (as added by 1914 C 21) Art 12 s 161-t (as added by 1914 C 21) Art 12 s 161-u (as added by 1914 C 21) Art 12 s 161-v (as added by 1914 C 21) Art 12 s 161-w (as added by 1914 C 21) Art 12 s 161-x (as added by 1914 C 21) Art 12 s 161-y (as added by 1914 C 21) Art 12 s 161-z (as added by 1914 C 21)	A Boy 12	Boy 12 to 14	Any city of first, second, or third class	Selling, exposing, offering for sale papers, magazines, periodicals in street or public place
	B Girl 16		Same as in A, above	Same as in A, above

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
NORTH CAROLINA [See column VI]	A			
NORTH DAKOTA Compiled Laws 1913 s 9652, 9653, 9655 [The provisions tabu- lated in A apply to em- ployment in listed oc- cupations as well as to engaging therein; pen- alty for employer, etc., is therefore given in column VIII] [See column VI]	A 18			Selling, giving away, or distributing any "work," pamphlet, magazine, newspaper, or other paper de- voted to the dissemi- nation or principally made up of criminal news, police reports, or pictures and stories of deeds of bloodshed, crime, etc.
	B			
OHIO [See column VI]	A			
OKLAHOMA Revised Laws 1910 s 3730, 3742 [See column VI]	A Girl 16		Any city	Selling, exposing, or of- fering for sale newspa- pers, magazines, or periodicals in any street or out-of-doors public place
	B			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>VI</p>	<p>Night work prohibited</p> <p>VII</p>	<p>Enforcement</p> <p>1. Enforcing authorities — Duty; Power only</p> <p>2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor</p> <p>VIII</p>	
<p>[There are no specific provisions, but see Table 5 for compulsory school-attendance requirements which might indirectly affect work in street trades]</p>			A
		<p>1. [No specific provision]</p> <p>2(b). Any offense Maximum—\$500 or imprisonment for 6 months, or both (Above penalty is incurred by employer, etc., also)</p>	A
<p>[Any child under 18 who is found "begging any articles" upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependant and neglected and may be declared a ward of the court—C L 1913 s 11403. See also Table 1, A, for general provisions and Table 5 for compulsory school-attendance requirements which would indirectly affect work in street trades]</p>			B
<p>[There are no specific provisions, but see Tables 1 to 3, inclusive, for minimum age and certificate provisions which apply to all employment, and Table 5 for compulsory school - attendance requirements which would indirectly affect work in street trades. See also Table 1, A, for prohibition of employment under 14 in peddling, and of boy under 15 and girl under 16 in sale of merchandise, and Tables 1, B, and 2 and 3, A, for law fixing minimum age of 15 for boy and 16 for girl and requiring certificate for boy 15 to 16 and girl 16 to 18 for employment in boothblack stand or establishment]</p>			A
		<p>1. Duty State commissioner of labor</p> <p>2(a). Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 30 days, or both (The above penalty appears to be incurred by minor, since girl under 16 is forbidden to sell, expose, etc., newspapers, etc., and penalty is incurred by "person violating")</p>	A
<p>[There are no specific provisions other than those given in A, above, but see Table 5 for compulsory school-attendance provisions which would indirectly affect work in street trades]</p>			B

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
OREGON See column VI]	A			
PENNSYLVANIA 1915 Pamphlet Laws 286 s 1, 7, 23, 24 [The act tabulated in A, B, and C is in effect Jan. 1, 1916] [For law prohibiting em- ployment under 18 in begging in streets, roads, or other high- ways or for any mendi- cant business, see 1879 P L 142 s 3; Stewart's Purdon's Digest 1903 v 2 p 1875]	A Boy 12 Girl 21			Distributing, selling, ex- posing, or offering for sale any newspaper, magazine, periodical, or other publication, or any article of mer- chandise of any sort in any street or public place
	B Boy 14 Girl 21			Scavenger Bootblack Any other trade or occu- pation performed in any street or public place
	C Boy 16 Girl 21			Same as in A and B, above
P H I L I P P I N E ISLANDS [No provisions]				
PORTO RICO 1913 No 42 s 7, 14 [For law prohibiting em- ployment under 12 in peddling or in any mendicant business in any public street or highway, see Revised Statutes and Codes 1911 s 5422, 5707]	A Boy 12 Girl 13			The following dur- ing school hours: Selling newspapers, can- dies, or other mer- chandise Working as bootblack (All above in street or public square)
[See column VI]	B			

—Continued

[467-478 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
no specific provisions, but e 1, C, for prohibition of em- it in any occupation under g school term and Table 5 pulsory school-attendance ments which would indirect- work in street trades. Any der 14 who is found peddling any article upon the street, companies or is used in the y person so doing, is deemed nt and may be declared a the court—Lord's Oregon 10 s 4406]			A
	[See provision in C, below]	1. Duty State commissioner of labor and indus- try Attendance officers Police officers 2(b). Any offense Minimum—\$10 or imprisonment, or both Maximum—\$200 or imprisonment for 10 days, or both (Above penalty is incurred by person violating, or compelling or permitting minor to violate, any provision of this act. The specific provision here tabulated forbids child of the age specified in column II to engage in the occupations specified in column V)	A
	[See provision in C, below]	1. Same as in A, above 2. Same as in A, above	B
	8 p. m. to 6 a. m.	1. Same as in A, above 2. Same as in A, above	C
		1. Duty Porto Rican Bureau of Labor 2. [No specific provision]	A
no specific regulations as to etc., or hours of labor in ades, but see Tables 1 to 4, 1, for general provisions and for compulsory school-at- requirements which would y affect such work]			B

TABLE 6.—STREET
 [In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
RHODE ISLAND 1915 C 1264 s 1-10 [The provisions tabulated in A are in effect January 1, 1916]	A Boy 12 Girl 16	Boy 12 to 16	Any city of over 70,000	Selling or offering for sale any newspaper, magazine, periodical, or any other article Trade of bootblack Trade of scavenger
General Laws 1909 C 139 s 4-6 [The provisions tabulated in B apply to employment in listed occupations as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII]	B 16			Peddling in places injurious to morals of child under 16
SOUTH CAROLINA [See column VI]	A			
SOUTH DAKOTA [See column VI]	A			
TENNESSEE [See column VI]	A			
TEXAS [See column VI]	A			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
<p>Compliance with legal requirements concerning school attendance—See Table 5. Work prohibited during school hours unless child has employment certificate</p> <p>Permit and badge required, subject to the following conditions:</p> <p>(1) Issued by the truant officer, upon application of parent, guardian, etc.;</p> <p>(2) Written statement of the principal teacher of school attended, approving the issuing of the permit, and stating that the child is an attendant and that, in his opinion, he is of normal development and physically fit for such employment;</p> <p>(3) Conspicuous wearing and annual renewal of badge;</p> <p>(4) May be revoked or suspended for transference of badge, or if its possession is, in opinion of the principal teacher of the school or of the issuing officer, detrimental to his studies or well-being</p>	9 p. m. to 5 a. m.	<p>1. Duty Truant officers Probation officers Principal teachers of public schools Police officers</p> <p>1. Power only Any person: May make complaint</p> <p>2(a). First offense Warned</p> <p>2(a). Subsequent offense [No specific provision. Juvenile court has jurisdiction over offenses]</p> <p>2(b). First offense Warned</p> <p>2(b). Subsequent offense Maximum—\$5</p>	A
		<p>1. Power only Town sergeant, city chief of police, or any agent of the Rhode Island Society for the Prevention of Cruelty to Children: May enter any place where child may be detained or employed in violation of these provisions, and hold child as witness to testify upon trial of violator [See also G L 1909 C 139 s 1]</p> <p>2(b). Each offense Maximum—\$250 or imprisonment for 1 year, or both (Above penalty is incurred by employer, etc., also)</p>	B
[There are no specific provisions, but see Table 5 for compulsory school-attendance requirements which might indirectly affect work in street trades]			A
[For law fixing minimum age of 14 for employment as peddler or mendicant, see Table 1, B. There are no specific provisions regulating work in street trades, but see Table 5 for compulsory school-attendance requirements which might indirectly affect such work]			A
[There are no specific provisions, but see Table 1, B, for prohibition of employment of child under 14 in any business or service interfering with school attendance and Table 5 for compulsory school-attendance requirements which would indirectly affect work in street trades. Any child under 14 who is found peddling, or selling any article upon the streets, or who accompanies or is used in aid of any person so doing, is deemed dependent and may be declared a ward of the court—1911 C 58 p 111 s 1]			A
[There are no specific provisions, but see Table 5 for compulsory school-attendance requirements which might indirectly affect work in street trades]			A

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
UTAH 1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 9, 10, 12, 14	A Boy 12	12 to 16	Any city of the first or second class	Selling, exposing, or offering for sale newspapers, magazines, periodicals, or other merchandise Bootblack (All above in street or public place)
1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 9, 14	B Girl 12		Same as in A, above	Bootblack in street or public place
	C Girl 16		Same as in A, above	Same as in A, above
VERMONT [See column VI]	A			
VIRGINIA 1908 C 301 s 5 (as amended by 1914 C 339) [Circuit or corporation court, on petition of parent, etc., or person interested in child, may, "for good cause shown entered of record," release any child 12 to 14, or his parent, etc., from the operation of these provisions]	A Boy 10 Girl 16 [See note in column I]		Any city of 5,000 or over	Distributing, selling, exposing, or offering for sale newspapers, magazines, or other periodicals in any street or public place Exemptions: [See note in column I]
Code 1904 s 1790c(7) (as added by 1914 C 321) C 1904 s 3795a(2), 3795a(3), 3795a(7), 3795a(8) [The provisions tabulated in B apply to employment in peddling as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII]	B 14			Peddling
[See column VI]	C			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
Permit required, subject to the following conditions: (1) Issued by local superintendent of schools or his deputy or by deputy of school board on application of parent or guardian; (2) Presentation of "satisfactory proof" that child is 12 years of age or over; (3) Submission of written statement of principal or chief executive officer of school attended approving the issuance of a permit and stating that child is attendant at such school and that he has attained normal development and is physically fit for intended work	After 9 p. m.	1. [No specific provision] 2(b). Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
		1. Same as in A, above 2. Same as in A, above	B
		1. Same as in A, above 2. Same as in A, above	C
[There are no specific provisions, but see Table 5 for compulsory school-attendance requirements which would indirectly affect work in street trades]			A
		1. [No specific provision] 2. [No specific provision]	A
		1. [No specific provision] 2(b). Any offense Maximum—\$200 or imprisonment for 12 months, or both (Above penalty is incurred by employer, etc., also)	B
[There are no specific regulations governing children above the minimum ages tabulated in A-II and B-II who engage in street trades, but see Tables 2 and 3 for general provisions which might apply to person employing child in such trades and Table 5 for compulsory school-attendance requirements which might indirectly affect such work. See Table 1, B, for minimum age of 12 for employment in "sale of merchandise" during school hours]			C

TABLE 6.—STREET

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
WASHINGTON Pierce's Code 1912 title 135 s 29, 413 P C 1912 t 291 s 101 [The provisions tabu- lated in A apply to employment in listed occupations as well as to engaging therein; penalty for employer, etc., is therefore given in column VIII]	A Any minor			Selling, giving away, or distributing b o o k, magazine, pamphlet, newspaper, etc., de- voted to the publica- tion or largely made up of criminal news, police reports, ac- counts of criminal deeds, or pictures and stories of bloodshed, crime, etc.
[See column VI]	B			
WEST VIRGINIA [See column VI] [Any child under 10 who is found peddling or selling any article upon the street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court— 1915 C 70 s 1]	A			
WISCONSIN Statutes C 83 s 1728p, 1728q, 1728r, 1728s, 1728t, 1728u, 1728v, 1728w, 1728x, 1728y, 1728z, 1728za [The provisions tabu- lated in A to D, in- clusive, appear to ap- ply to employment in listed occupations as well as to engaging therein; penalty for employer is therefore given in column VIII] [Street trade is defined as "any business or occupation in which any street, alley, court, square or other pub-	A Boy 12 [See provisions in C, below] B Boy 14	Boy 12 to 16	Any city of the first class Same as in A, above	Distributing, selling, ex- posing, or offering for sale newspapers, mag- azines, or periodicals in any street or public place Selling or offering for sale any goods or mer- chandise Distributing handbills or circulars or other articles Bootblack Other street trades [For definition, see note in column I] Exemptions: [Selling newspapers, etc., as permitted by provisions in A, above]

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
		1. Duty State commissioner of labor and his assistants 2(b). Any offense Maximum—\$1,000 or imprisonment for 1 year, or both (Above penalty is incurred by em- ployer, etc., also)	A
[Any child under 12 who is found ped- dling or selling any article upon the public street, or who accompanies or is used in the aid of any person so doing, is deemed dependent and may be declared a ward of the court— 1913 C 160 s 1 subdivision 18]			B
[For law fixing minimum age of 18 for employment in begging on streets, roads, or other highways, or for any mendicant business, see Hogg's Code 1913 C 144 s 5177. There are no spe- cific provisions regulating work in street trades, but see Tables 2 and 3 for general provisions which might apply to person employing child in said trades and Table 5 for compul- sory school-attendance requirements which might indirectly affect such work]			A
Same as in C, below	Same as in C, be- low	1. Same as in C, below 2. Same as in C, below	A
		1. Same as in C, below 2. Same as in C, below	B

TABLE 6.—STRI

[In reading this analysis, the explan

State References I	Minimum age II	Regulated age III	Localities IV	Occupations Exemptions V
CONSIN—Con- tinued <p>place is used for the le, display or offer- g for sale of any ar- cles, goods or mer- andise"]</p> <p>though the compul- ry school-attendance w (see Table 5) ould not require ery child under 16 attend school, such ild apparently can t be employed or gage in street trades less he is a regular tendant at school]</p>	C	Boy under 16	Same as in A, above	Selling or offering sale or distribu- handbills or other ticles Bootblack Other street or pe- trade [For definiti- see note in column
	D Girl 18		Same as in A, above	Distributing, selling posing, or offering sale newspapers, r- azines, or periodi- in any street or p- lic place Distributing "hand- or circulars or other articles u- the street or f- house to house" Bootblack Other street trade [definition, see not- column I]
OMING column VI]	A			

TRADES—Continued

notes on pp. 467-475 should be borne in mind]

Regulations VI	Night work prohibited VII	Enforcement 1. Enforcing authorities — Duty; Power only 2. Penalties—(a) For minor; (b) For parent, etc.; (c) For person selling, or furnishing, etc., to minor VIII	
<p>Compliance with legal requirements concerning school attendance—See Table 5. Work not permitted during school hours [See third note in column I]</p> <p>Permit and badge required, subject to following conditions:</p> <p>(1) Issued by board of education;</p> <p>(2) Application must be made in writing, signed by parent or guardian, etc.;</p> <p>(3) Presentation of evidence of age by baptismal certificate, birth certificate, or first school record;</p> <p>(4) Presentation of written statement of principal or chief executive officer of school child is attending stating that he is a regular attendant at such school and giving grade attained;</p> <p>(5) Issuing officer must be satisfied that child is mentally and physically able to perform intended work in addition to regular school work as required by law [See Table 5];</p> <p>(6) Conspicuous wearing of badge;</p> <p>(7) May be revoked by issuing officer if it appears that permit was obtained by wrong or false statement as to age or if complaint is made by police, attendance, or probation officers</p> <p>[For temporary permits, see St C 83 s 1728u]</p>	<p>7.30 p. m. to 5 a. m.</p> <p>[Boy 14 to 16 who has permit and badge, and is mentally and physically able to do so in addition to school work, may deliver newspapers 4 a. m. to 6 a. m.]</p>	<p>1. Duty Board of education 1. Power only Police officers, attendance officers, or probation officers of juvenile court: May demand return of badge [See also column VI]</p> <p>2(a). First offense Permit shall be revoked for 6 months and badge taken away</p> <p>2(a). Second offense Child shall be brought before juvenile or other court having jurisdiction</p> <p>2(b). Any offense Minimum—\$10 or imprisonment for 10 days Maximum—\$50 or imprisonment for 30 days (Penalty 2(b) is incurred by employer, etc., also, for employing minor under 16 "in peddling without a license")</p>	C
		<p>1. Same as in C, above</p> <p>2. Same as in C, above</p>	D
<p>[There are no specific provisions, but for prohibition of employment under 14 in begging or peddling, see Table 1, C]</p>			A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations Exemptions IV
ALABAMA 1915 p 193 s 6, 14, 17 [The provisions tabulated in A apply to all employment on stage of theater and are therefore given also in Table I]	A 16		Employment "upon the stage of any theater or concert hall, or in any connection with any theatrical performance or other exhibition or show"
ALASKA [No provisions]			
ARIZONA Revised Statutes 1913 Penal Code pt 1 title 9 C 2 s 252, 253	A 16		The following in public street or highway: Singing Playing on any musical instrument Rope walking Dancing
R S 1913 Pen C pt 1 t 9 C 2 s 254	B Any minor Girl of any age		Singing, reciting, dancing, playing on musical instruments in a saloon, or giving theatrical or other exhibition therein, for hire or otherwise
R S 1913 Civil Code t 14 C 2 s 3113, 3134, 3135 [The provisions tabulated in C, which are given also in Table 1, appear to apply to employment in public exhibitions, since all employment in theater, etc., is prohibited]	C 16		Theater Concert hall Place of amusement
ARKANSAS 1909 A 170 s 1, 2, 4-6 1913 A 322 s 12 1914 A 1 s 2, 6, 11, 13 [The provisions tabulated in A appear to be at least partially superseded by those tabulated in B, which belong to a later law]	A 14		Actor or performer in any concert hall or room where intoxicating liquors are sold or given away Any exhibition injurious to the health or dangerous to the life or limb of child under 14 Any immoral, etc., exhibition Exemptions: Provision does not apply to: Singer or musician in church or school, or at any respectable entertainment Teaching or learning music

EXHIBITIONS

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty State factory inspector and his deputies 2. First offense Minimum—\$10 Maximum—\$100 2. Subsequent offense Minimum—\$100 Maximum—\$500	A
		1. [No specific provision] 2. Any offense Equivalent to a misdemeanor (Penalty incurred by person having custody of child, for endangering its life, health, or morals, maximum—\$300 or imprisonment for 2 months, or both)	A
		1. [No specific provision] 2. Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$300 or imprisonment for 180 days, or both	B
		1. Duty Factory inspector [there is no law providing for factory inspection], other authorized inspectors, and school-attendance officers: Shall make complaints for offenses and prosecute violations; Have power of inspection State superintendent of public instruction, other authorized inspectors, or school-attendance officers: Shall demand proof of age of child apparently under 16 without employment certificate, and order child discharged if not over 16 1. Power only Any person: May prosecute 2. Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	C
		1. Power only State commissioner of labor and statistics Justices of the peace Incorporated societies for the prevention of cruelty to animals 2. First offense Maximum—\$100 or imprisonment for 3 months, or both 2. Subsequent offense Maximum—\$200 or imprisonment for 6 months	A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
ARKANSAS—Continued [Any child under 10 who is found singing or playing any musical instrument for gain upon the streets, or accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—1911 A 215 s 1]	B 16		Employment upon the stage of any theater or concert hall or in connection with any theatrical performance or other exhibition or show
	C	Under 18	Any occupation [Apparently includes public exhibitions, as they are not specifically exempted]
CALIFORNIA Deering's General Laws 1909 A 1611 (as amended by 1915 C 625) s 7, 13, 14 D G L 1909 A 1611 s 16-17 (as added by 1915 C 625) [For minimum age and requirement of certificate for employment in any "place of amusement," see Table 1, A, and Tables 2 and 3, A to D inclusive. Those provisions, however, are applicable to employment in public exhibitions only in so far as it is not covered by the provisions here tabulated] [For provision fixing maximum hours 8 per day, 48 per week, for employment of child under 18 in any place of labor and of girl of any age in place of amusement, see Table 4, A and E] [The provisions tabulated in A shall not be construed to permit the use of a minor in any occupation prohibited by the provisions given in D, below]	A	Any minor	Employment in presentation of drama or dramatic play, including the production of motion-picture plays
	B	Under 18 [For exemption of child 15 to 18 under certain conditions, see provisions in C, below]	Any place of labor [This provision applies to public exhibitions] <i>Exemptions:</i> [Employment in presentation of drama or dramatic play, in case of child over 15, allowed on permit—See provisions in C, below]
	C	15 to 18	Employment in presentation of drama or dramatic play, including the production of motion-picture plays

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>V</p>	<p>Night work prohibited</p> <p>VI</p>	<p>Enforcement</p> <p>1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.</p> <p>VII</p>	
		<p>1. Duty State commissioner of labor and statistics Factory inspectors Agents of humane society Probation officers Truant officers "Other authorized inspectors" 1. Power only Any person: May make and prosecute complaints</p> <p>2. Any offense Minimum—\$5 Maximum—\$100</p>	B
	10 p. m. to 6 a. m.	<p>1. Same as in B, above 2. Same as in B, above</p>	C
<p>Written consent of the commissioner of the bureau of labor statistics is required, to be given only if he is satisfied that:</p> <p>(1) Environment of play is proper environment for child; (2) Conditions of employment are not detrimental to health of child; (3) Child's education will not be neglected or hampered by participation in play</p> <p>Above consent shall specify dates when and theaters or other places of amusement in which child is permitted to participate</p> <p>Consent revocable at will of issuing officer</p> <p>(Issuing officer may require the person charged with the issuance of age and schooling certificates (see Table 3, D-V) to make the necessary investigations into above conditions)</p>		<p>1. Duty State bureau of labor statistics 1. Power only Attendance officers Probation officers</p> <p>2. Any offense Maximum—\$50 or imprisonment for 60 days, or both</p>	A
	10 p. m. to 5 a. m.	<p>1. Same as in A, above</p> <p>2. Each offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 60 days, or both (The above penalty is found in D G L 1909 A 1611, as amended by 1915 C 625, s 13; the following penalty is given in section 16 of the same law)</p> <p>2. Any offense Maximum—\$50 or imprisonment for 60 days, or both</p>	B
<p>Child permitted by law (see provisions in A, above) to be employed as actor, or actress, or performer in a theater or other place of amusement in presentation of a performance, play, or drama continuing until after 10 p. m., may continue until 12 midnight on consent of commissioner of labor statistics</p>	[See column V]	<p>1. Same as in A, above 2. Same as in A, above</p>	C

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
CALIFORNIA —Continued Deering's Penal Code 1909 s 272, 273	D 16		Any exhibition injurious to health or dangerous to life or limb of a child under 16 Singing Playing on musical instruments Rope or wire walking Dancing Gymnast, acrobat, contortionist, or rider Any immoral, etc., exhibition <i>Exemptions:</i> Provision does not apply to: Singer or musician in church or school Teaching or learning music [Employment as musician at concert or other musical entertainment allowed on permit—See provisions in E, below]
	E	Under 16	Musician at concert or other musical entertainment
COLORADO Mills' Annotated Statutes revised edition 1912 s 537, 657, 658, 667, 670-673 1915 C 180 s 11 [For minimum age of 14 for employment in "any gainable occupation in theater, concert hall or place of amusement where intoxicating liquors are sold," see Table 1, A]	A	Under 16	Employment in concert or theatrical exhibition or performance in any place where intoxicating liquors are not sold Taking part in concert or theatrical exhibition given for profit
	B 16		Actor or performer in concert hall or room where intoxicating liquors are sold or given away Actor or performer in variety theater Any exhibition injurious to morals or health or dangerous to life or limb of child under 16 Any illegal or immoral, etc., exhibition <i>Exemptions:</i> Provision does not apply to: Singer or musician in church or school Teaching or learning music Physical development in respectable gymnasium or natatorium Amateur entertainments or theatricals for charity or not for profit in schools, churches, settlement houses, or boys' or girls' clubs [Taking part in concert or theatrical exhibition given for profit allowed on permit—See provisions in A, above]

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

<p>Regulations</p> <p>V</p>	<p>Night work prohibited</p> <p>VI</p>	<p>Enforcement</p> <p>1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.</p> <p>VII</p>	
		<p>1. [No specific provision]</p> <p>2. Any offense Minimum—\$50 or imprisonment, or both Maximum—\$250 or imprisonment for 6 months, or both</p>	D
<p>Written consent of mayor of city or president of board of trustees of city or town where concert or entertainment takes place</p>		<p>1. [No specific provision] 2. Same as in D, above</p>	E
<p>Permit required, subject to the following conditions:</p> <p>(1) Issued by city or county superintendent of schools or deputy of either, his refusal to grant being subject to final decision of county or juvenile court upon appeal;</p> <p>(2) Granted only if employer has made suitable provisions for protection of child's moral and physical health and education; such reasonable terms and conditions as shall seem necessary and proper for safeguarding same may be made by issuing officer; written promise to comply with such conditions, under bond of not over \$2,000, may be required of employer;</p> <p>(3) Kept on file at box office and subject to inspection of humane society, probation officers, and factory inspectors;</p> <p>(4) Subject to revocation by county juvenile court upon complaint of any person showing violation of conditions, etc.</p>		<p>1. Duty Deputy State labor commissioner [factory inspector] School board or local school authorities: Must report to enforcing officer complaints made to them of violations in theater, concert hall, or place of amusement State industrial commission: Shall "inquire into and supervise the enforcement * * * of the laws relating to child labor"</p> <p>1. Power only [For authorities who may inspect permits, see column V]</p> <p>2. First offense Minimum—\$5 Maximum—\$100</p> <p>2. Second offense Minimum—\$100 or imprisonment, or both Maximum—\$500 or imprisonment for 90 days, or both</p>	A
		<p>1. Same as in A, above 2. Same as in A, above</p>	B

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations Exemptions IV
CONNECTICUT General Statutes revision 1902 s 1163 (as amended by 1915 C 175)	A 16		Rope or wire walking Dancing Skating Bicycling Gymnast, contortionist, rider, or acrobat Any immoral, etc., exhibition Any exhibition injurious to the health or dangerous to the life or limb of child under 16
DELAWARE Revised Code 1915 C 90 s 3148, 3177, 3180 [Employment on stage of the- ater or concert hall or in connection with theatrical performance or other exhibi- tion or show is prohibit- ed under 16 except by per- mit tabulated in A-V]	A	Under 16	Appearance in connection with the- atrical performance or other exhibi- tion or show
R C 1915 C 70 s 2223, 2224	B 15		Rope or wire walking Dancing Acrobat or gymnast
	C "Minor child"		Any illegal or immoral, etc., exhibition
DISTRICT OF COLUM- BIA Code 1911 p 443 s 7, 10; p 445 s 16; p 214 s 814 36 United States Statutes at Large p 990 [For regulations applying to employment "in theater" (minimum age 12; permit or certificate required 12 to 16; maximum hours 8 per day, 48 per week, and night work prohibited 7 p. m. to 6 a. m., under 16), see Table 1, A; Tables 2 and 3; Table 4, B. Those provisions are applicable, however, only when exemption therefrom is not obtained in accord- ance with provisions tabu- lated in A]	A	Under 16	Theatrical exhibition
	B 14		Acrobat, gymnast, contortionist, cir- cus rider, rope walker, or in any ex- hibition of like dangerous character Street singer or street musician

ITIONS—Continued

pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. [No specific provision] 2. Any offense Maximum—\$250 or imprisonment for 1 year, or both	A
required, subject to the following conditions: Issued by State child labor inspector; Limited to period not exceeding 4 weeks; Such evidence must be presented as in opinion of issuing officer as permit		1. Duty State child labor inspector 1. Power only Any person: May make and prosecute complaints 2. First offense Minimum—\$5 Maximum—\$50 2. Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both 2. Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both	A
		1. Duty Justice of the peace: On complaint 1. Power only Any person: May make complaint which must be investigated 2. Each offense Minimum—\$20 Maximum—\$100	B
		1. Same as in B, above 2. Same as in B, above	C
consent of one of the commissioners of the District of Columbia, exempting from provisions of the labor act [C 1911 pp 441-445] such permit specimen of child, age, names and address of parents or guardian, place and character of exhibition		1. Duty Child labor inspectors [2 detailed privates of police force] Truant officers: "Shall visit the establishments named" [in C 1911 p 441 s 1—including theater, hotel, restaurant, club] and ascertain violations; Shall report violations to superintendent of schools and to the corporation counsel of the District of Columbia 2. Any offense Maximum—\$50	A
		1. [No specific provision] 2. Any offense Maximum—\$250 or imprisonment for 2 years, or both	B

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
FLORIDA Compiled Laws 1914 s 3237 [Any child under 12 who is found singing or playing on a musical instrument upon the street, or giving any public entertainment for gain, or who accompanies or is used in the aid of any person so doing, is deemed dependant and may be declared a ward of the court—C L. 1914 s 1208a]	A 14		Singing Playing on any musical instrument Rope or wire walking Dancing Contortionist, acrobat, or rider Any exhibition injurious to the health or dangerous to life or limb of child under 14 Any immoral, etc., exhibition <i>Exemptions:</i> Provision does not apply to: Singer or musician in church or school, or at any amateur concert or entertainment Learning music and social dancing
1913 C 6488 s 3, 9, 12, 13, 19, 21 [The provisions tabulated in B apply to all employment on stage of theater and are therefore given also in Tables 1 and 4. The night-work prohibition would appear to exclude children under 16 from employment in theatrical exhibitions taking place at night]	B 14	14 to 16	Employment on stage of theater
GEORGIA [The certificates tabulated in C and D are alternative 14 to 14½] Code 1914 Political s 2141 C 1914 Penal s 756, 757, 1065	A 12		Rope or wire walking Gymnast, contortionist, circus rider, acrobat, or clown Any immoral, etc., exhibition
C 1914 Civils 3149 (a), 3149 (b), 3149 (d), 3149 (e), 3149 (g) C 1914 Pen s 1065 [The provisions in B to D (tabulated also in Tables 1 to 4) apply apparently to all employment in any place of amusement and would therefore include public exhibitions provided the term "place of amusement" is interpreted to cover theaters, etc. In that case the night-work prohibition would appear to exclude children under 14½ from employment in public exhibitions taking place at night]	B 12		Place of amusement
	C [See columns III and VI]	14 to 14½	Same as in B, above
	D [See columns III and VI]	12 to 14½	Same as in B, above

ITIONS—Continued

p. 467-475 should be borne in mind]

Regulations V	Night work pro- hibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. [No specific provision] 2. Any offense Maximum—\$500 or imprisonment for 6 months	A
m hours: 9 per day, 54 per employment for more than 6 er week prohibited	8 p. m. to 5 a. m.	1. Duty State labor inspector Grand juries: Shall be charged by county and circuit judges, at beginning of each term of the court, to investigate vio- lations 1. Power only Grand juries and county solicitors of criminal courts of record: “Have inquisitorial powers to investigate violations” Any person: May make complaint 2. Any offense Maximum—\$50	B
		1. Duty State commissioner of commerce and labor: “Shall make investigation con- cerning the operation of the various laws relating to the safety of the life and limb of employees, especially those concerning the employment of child labor, and of women, and he shall take legal steps looking to the proper enforcement and due observ- ance of such laws” 2. Any offense Maximum—\$1,000, imprisonment for 6 months, or work in chain gang for 12 months—any one or more of these punishments	A
		1. Duty State commissioner of [commerce and] labor and his authorized assistants 2. Same as in A, above	B
ment certificate required details, see Tables 2 and 3, A]	7 p. m. to 6 a. m.	1. Same as in B, above 2. Same as in A, above	C
ment is permitted on tempo- rorary certificate [For details, ables 2 and 3, B]	7 p. m. to 6 a. m.	1. Same as in B, above 2. Same as in A, above	D

CHILD LABOR LEGISLATION.

TABLE 7.—PC

[In reading this analysis, the expl

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
VAII provisions]			
IO C 159 s 171, 173 C 77 s 7	A 16		Any exhibition injurious to the or dangerous to the life or l child under 16 Singing Playing on musical instrument Rope or wire walking Dancing Gymnast, acrobat, contortion rider Any immoral, etc., exhibition <i>Exemptions:</i> Provision does not apply to Singer or musician in church or Teaching or learning music
NOIS s Revised Statutes 1913 s 492, 493, 495, 496 child under 10 who is nd singing or playing musical instrument for a upon the street or ng any public enter- ment, or who accom- ies or is used in the aid ny person so doing, is med dependent and lected and may be de- ed a ward of the court— p 368 s 1] different penalty and ific exemption of "any pectable entertainment", ch may be applicable he provisions tabulated A, see note on page 4 inois)]	A 14		Singing Playing on any musical instrum Rope or wire walking Dancing Gymnast, contortionist, rider, o bat Any immoral, etc., exhibition Any exhibition injurious to the or dangerous to the life or l child under 14 <i>Exemptions:</i> Provision does not apply to Singer or musician in church or Teaching or learning music
S 1913 C 48 s 20, 20h, 20l, provisions tabulated in ould appear to prohibit d under 14 from em- yment in public exhibi- s during most of the r]	B 14		Any work for wages or other co sation "during any portion month when the public * * * are in session" [ently applies to public exhib as they are not specifical empted]

BITIONS—Continued

[pp. 467-475 should be borne in mind]

Regulations	Night work prohibited	Enforcement	
V	VI	1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.	VII
		1. Duty State board of education (in cooperation with other departments of the State government) Probation officers or school trustees [or truant officers]: Shall visit "places of employment mentioned" [in 1911 C 159 s 166, 172] and ascertain violations therein, "and they shall bring complaint for offenses under this act to the attention of the prosecuting attorney for prosecution" 1. Power only Any reputable citizen: May bring complaint 2. Any offense Minimum—\$50 or imprisonment, or both Maximum—\$250 or imprisonment for 6 months, or both	A
		1. [No specific provision. Justices of the peace, police justices, or police magistrates have original jurisdiction] 2. Any offense Minimum—\$5 Maximum—\$200	A
		1. Duty State factory inspector and his assistants and deputies under his supervision Local school board or school authorities: Must report to State factory inspector complaints made to them of violations in most regulated employments [For list, see H R S 1913 C 48 s 20h] 2. Each offense Minimum—\$5 Maximum—\$100	B

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
ILLINOIS—Continued H R S 1913 C 48 s 20b, 20c, 20h, 20l, 20m [See provisions in D, below, which might be interpreted as fixing a minimum age of 16 for employment in any theater or concert hall]	C	14 to 16 [See note in column I]	Employment in any "theater, concert hall, or place of amusement"
H R S 1913 C 48 s 20h, 20j, 20l, 20m [For minimum age of 14 for employment at "any gain- ful occupation" in any "theater, concert hall or place of amusement where intoxicating liquors are sold," see H R S 1913 C 48 s 20]	D 16		Employment in any "theater, concert hall, or place of amusement wherein intoxicating liquors are sold"
H R S 1913 C 48 s 20h, 20i, 20l [The provisions tabulated in E, while not specifically re- ferring to minimum age, would appear to exclude child under 16 from employ- ment in public exhibitions taking place at night] [For maximum hours 8 per day and night work pro- hibited 6 p. m. to 7 a. m. under 14 in employment in any work, see H R S 1913 C 48 s 20]	E [See column VI]	Under 16	Any gainful occupation [Apparently includes public exhibitions, as they are not specifically exempted]
H R S 1913 C 48 s 121-123	F	Girl of any age [Over 16— See provi- sions in E, above]	Place of amusement
INDIANA Burns' Annotated Statutes 1914 s 2623, 2625, 2627, 8042	A 15		Rope or wire walking Acrobat, gymnast, contortionist, or rider Employment to sing, dance, act, or in any manner exhibit in dance house, concert saloon, theater, or place of entertainment where liquors are sold or given away, or with which any place for the sale of liquors is connected

BITIONS—Continued

pp. 467-475 should be borne in mind]

Regulations V	Night work pro- hibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
nd school certificate required details, see Tables 2 and 3, A]		1. Same as in B, above 2. Same as in B, above	C
		1. Same as in B, above 2. Same as in B, above	D
um hours: 8 per day, 48 per c	7 p. m. to 7 a. m.	1. Same as in B, above 2. Same as in B, above	E
um hours: 10 per day		1. Duty State department of factory inspec- tion 2. Each offense Minimum—\$25 Maximum—\$100	F
		1. Duty Mayor, police judge, or justice of the peace: Upon complaint State industrial board: Shall “examine into all violations of laws made for the benefit or pro- tection of labor” and prosecute same 1. Power only Any person: May make complaint, which must be investigated 2. Each offense Minimum—\$10 or \$10 and imprison- ment Maximum—\$100 or \$100 and impris- onment for 30 days	A

TABLE 7.—PUBLIC

In reading this analysis, the explanatory

State Legislation	Minimum age	Required age	Occupations Exemptions
I	II	III	IV
INDIANA—Continued B A = 1913: 2.2. 2.2. 2.2. 2.2. The provisions tabulated in B A = 1913: 2.2. 2.2. 2.2. 2.2. are not applicable to public exhibitions, since all employ- ment in places of amuse- ment is regulated. The night-work prohibition would appear to exclude child under 16 from em- ployment in performances in places of amusement taking place at night.	E 16		Theater Place of amusement [Employment of boy under 16 or girl under 15 in concert hall is also ap- parently prohibited]
B A = 1913: 2.2. 2.2. 2.2. 2.2.	C 16		Singing, playing on musical instru- ments, or any mendicant business whatever, in streets, roads, or other highways
B A = 1913: 2.2. 2.2. 2.2. 2.2.	D Mischief		Employment for any illegal or im- moral, etc., exhibition, or in any place where such exhibition takes place
IOWA Code 1907 Supplement 1913: 2477-a, 2477-b C 1907 Supplemental Supple- ment 1913: 2477-a, 2477-c, 2477-d [The provisions tabulated in A, which are given also in Tables 1 to 4, inclusive, ap- pear to apply to public ex- hibitions, since all employ- ment in places of amuse- ment is regulated. The night-work prohibition would appear to exclude child under 16 from em- ployment in performances in places of amusement taking place at night] [Any child under 10 who is found giving any public entertainment upon the street for pecuniary gain for self or another, or who accompanies or is used in the aid of any per- son so doing, is deemed dependent or neglected and may be declared a ward of the court -C 1907 Supp 1913: 254 and 14]	A 14	14 to 15	Place of amusement Exemptions: [The minimum age provision does not apply to child working in establish- ment or occupation owned or oper- ated by parent]

¹ County attorneys, mayors, chiefs of police and their deputies, city and town marshals, sheriffs and their deputies, or any person authorized by judge of court of record

IBITIONS—Continued

n pp. 467-475 should be borne in mind]

Regulations	Night work prohibited	Enforcement	
V	VI	1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty State industrial board 2. First offense Minimum—\$5 or \$5 and imprisonment Maximum—\$200 or \$200 and imprisonment for 10 days 2. Subsequent offense Minimum—Imprisonment for 10 days Maximum—Imprisonment for 30 days [It may be that the penalty for “subsequent offense” would include also a fine of from \$5 to \$200, but the law is not clear]	B
		1. Same as in A, above 2. Any offense Minimum—\$5 or \$5 and imprisonment Maximum—\$100 or \$100 and imprisonment for 30 days	C
		1. Same as in A, above 2. Same as in A, above	D
permit required [For details, Tables 2 and 3, A] num hours: 8 per day, 48 per k.	6 p. m. to 7 a. m.	1. Duty Commissioner of State bureau of labor statistics 1. Power only Deputies of commissioner of State bureau of labor statistics (including factory inspectors), and certain other officials: 1 May inspect Any person: May make complaint 2(a). Any offense Maximum—\$100 or imprisonment for 30 days	A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
KANSAS General Statutes 1909 s 5094-5098, 8017, 8020 1913 C 217 s 3 [The provisions tabulated in A, which are given also in Tables 1 to 4, inclusive, appear to apply to public exhibitions, since all employment in theater is regulated. The night-work prohibition would appear to exclude child under 16 from employment in theatrical exhibitions taking place at night]	A 14	14 to 16	Theater
G S 1909 s 5136, 5138, 5139, 8017, 8020 1913 C 217 s 3	B 14		Acrobat, gymnast, contortionist, or circus rider Rope walking Any exhibition of like dangerous character Street singer Street musician
[See column V]	C		
KENTUCKY Statutes 1915 s 33a.2, 331a.1, 331a.7, 331a.8, 331a.16, 297Sc.7 [The provisions tabulated in B, which are also given in Tables 1 to 4, inclusive, appear to apply to public exhibitions, since all employment in theater, etc., is regulated. The night-work prohibition would appear to exclude child under 16 from employment in theatrical exhibitions taking place at night] [For prohibition of employment under 16 in certain immoral, etc., exhibitions, see St 1915 s 326, 330, 331] [For minimum age of 16 for employment in theater, etc., where intoxicating liquors are sold, see Table 1, B]	A 14		Performing or appearing upon the stage in theater, motion-picture establishment, or other place of public amusement, "whether for pay or not"
	B 14	14 to 16	Theater Motion-picture establishment

IBITIONS—Continued

1 pp. 467-475 should be borne in mind]

Regulations V	Night work pro- hibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
cate of age required [For de- i, see Tables 2 and 3, A] num hours: 8 per day, 48 per k	6 p. m. to 7 a. m.	1. Duty State commissioner of labor and in- dustry: Shall "cause to be enforced all laws regulating the employment of chil- dren, minors and women" 2. Any offense Minimum—\$25 or imprisonment for 30 days Maximum—\$100 or imprisonment for 90 days	A
		1. Duty Same as in A, above, and also Sheriffs, deputy sheriffs, constables, and police officers: Shall aid any duly incorporated society having for its object the pro- tection of children "in enforcement of all laws relating to the protection of children" 2. Any offense Maximum—\$250 or imprisonment for 1 year, or both	B
child under 10 who is found ing or playing any musical in- ment upon the street, or who mpanies or is used in the aid of person so doing, is deemed de- fent and neglected and may be ared a ward of the court—G S s 5100]			C
		1. Duty State labor inspectors, under the direc- tion of the commissioner of agricul- ture, labor, and statistics: Shall report to State and to coun- ty attorney any violations occurring Truant officers: May inspect theaters and motion- picture establishments; Shall report violations to super- intendent of schools, State labor in- spector, or other authorized officer 2. First offense Minimum—\$15 Maximum—\$50 2. Second offense- Minimum—\$15 or imprisonment, or both Maximum—\$100 or imprisonment for 30 days, or both 2. Subsequent offense Minimum—\$200 or imprisonment for 30 days, or both	A
oyment certificate required : details, see Tables 2 and 3, A] num hours: 8 per day, 48 per k; employment for more than 6 s per week prohibited	6 p. m. to 7 a. m.	1. Same as in A, above 2. Same as in A, above	B

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
KENTUCKY —Continued [See Column V]	C		
LOUISIANA Wolff's Revised Laws Supplement 1904-1908 v 3 p 412; 1908 A 155 s 2-3 (as amended by 1914 A 186) 1912 A 184 s 1 [For minimum age 14 and certificates 14 to 16 for employment in theater or concert hall, or in or about place of amusement where intoxicating liquors are made or sold, see provisions in Table 1, A, and Table 2, A and B. Those provisions, however, appear to be applicable to public exhibitions only in so far as they are not covered by the later law tabulated here] [Any child 17 years of age or under who is found singing or playing any musical instrument in any street, road, or public place, for alms, or who accompanies or is used in the aid of any person so doing, is deemed delinquent and may be declared a ward of the court—W R L Supp 1904-1908 v 3 p 393; 1908 A 83 s 9] [For maximum hours, 10 per day, 60 per week, for employment in theater or concert hall or in or about place of amusement where intoxicating liquors are made or sold, for boy under 18 or girl of any age, see provisions in Table 4, B]	A 16 (actually or apparently)		Rope or wire walking Gymnast, wrestler, contortionist, rider, acrobat, or actor upon bicycle or similar mechanical vehicle or contrivance Singing Dancing Playing upon musical instrument Theatrical exhibition Any wandering occupation Any illegal or immoral, etc., exhibition Exhibition of child when insane, idiotic, or deformed Any exhibition dangerous or injurious to the life, limb, health, or morals of child under 16 <i>Exemptions:</i> Provision does not apply to: Singer or musician in church or school Teaching or learning music [Employment in] theatrical exhibition or as musician in concert on permit—See provisions in B, below
	B	Under 16	[Employment in] theatrical exhibition or as musician in concert <i>Exemptions:</i> Permit shall not be deemed to authorize: Employment in acrobatic, etc., or in dangerous, injurious, or immoral, etc., exhibitions—See provisions in A, above
MAINE 1905 C 123 s 1 (as amended by 1915 C 320 s 1), 2 (as amended by 1915 C 320 s 4), 9 1911 C 65 s 2, 11	A 16		Any illegal or immoral, etc., exhibition Any exhibition of child if insane, idiotic, or deformed Any exhibition dangerous or injurious to the life, limb, health, or morals of child under 16

TIONS—Continued

p. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
17 years of age or under, or 18 years of age or under, found singing or playing any instrument for gain upon street or in any public place, is dependent or neglected and is declared a ward of the court [St 1915 s 331.e]			C
		1. Duty State commissioner of labor and assist- ant commissioners 2. Any offense Minimum—\$25 or imprisonment, or both Maximum—\$250 or imprisonment for 2 years, or both (In addition to above penalty, per- son, etc., holding license for theater shall forfeit same)	A
required, subject to the fol- lowing conditions: issued by judge of juvenile court or district court acting as a court; nonresident child must be ac- companied by parent or guardian; it must be shown to satisfac- the court that child is receiv- ing proper teaching and school studies; bond, not to exceed \$2,000 and conditioned to guarantee proper tui- tion and moral and physical health of child, may be required of em- ployer; society for prevention of vice to children must be notified of location and has privilege of a visit; revocable at will and discre- tion of issuing officer; order shall specify nature, time, date, and number of perform- ances permitted and place and char- acter of exhibition		1. Same as in A, above 2. Same as in A, above	B
		1. Duty State commissioner of labor [and in- dustry] “Agents for the protection of chil- dren,” sheriffs, deputy sheriffs, po- lice officers, and constables: Shall enforce any act concerning the protection of children 2. Any offense Maximum—\$100 or imprisonment for 60 days	A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
MARYLAND Annotated Code 1911 v 3 (1914) art 27 s 344, 476; art 77 s 166; art 100 s 8, 31, 37, 48 [Employment on stage of theater or concert hall or in connection with theatri- cal performance or other exhibition or show is pro- hibited under 16 except by permit tabulated in A-V] [For minimum age and cer- tificate provisions for em- ployment in place of amusement, which, how- ever, would appear to be applicable to employment in public exhibitions only in so far as it is not covered by those tabulated in A, see Table 1, A, and provi- sions in A and B, Tables 2 and 3. See also Table 1, G, for prohibition of em- ployment under 18 to serve liquors in theater, etc.]	A	Under 16	Appearance in connection with theat- rical performance or other exhibition or show
	B 14		Rope walking [See provisions in C, below] Acrobat, gymnast, contortionist, or circus rider "Exhibition of like dangerous char- acter" Street singer Street musician
	C 16		Singing Dancing Playing on musical instrument Rope walking
MASSACHUSETTS Revised Laws 1902 C 46 s 13 (as amended by 1913 C 779 s 12) 1909 C 514 s 62 (as amended by 1913 C 779 s 20), 63 (as amended by 1913 C 779 s 21), 76, 77 [For prohibition of employ- ment under 18 in that part of theater, etc., where in- toxicating liquors are sold, see provisions in Table 1, F] [The provisions tabulated in Table 4, A, while not spe- cifically referring to mini- mum age, would appar- ently, by prohibiting em- ployment of child under 14 in any occupation between 6 p. m. and 6.30 a. m., pre- vent the employment of such child in theatrical exhibitions when such em- ployment occurs after 6 p. m.]	A 15		Singing Dancing on stage Playing on musical instrument Rope or wire walking Riding or performing as gymnast, con- tortionist, or acrobat in circus, theatrical exhibition, or public show <i>Exemptions:</i> Provision does not apply to: Education in vocal or instrumental music or dancing Musician in church, chapel, school, or school exhibition [Festival, concert, or musical exhibi- tion, on permit—See provisions in D, below]
	B 15		Employment in theatrical exhibition or public show as acrobat or con- tortionist or in feats of gymnastics or equestrianism, or in such a man- ner as (in the opinion of the board authorized to grant licenses) would corrupt the morals [of said children] or injure their health <i>Exemptions:</i> [See provisions in D, below]
	C 15 (if they "be- long to the p u b l i c schools")		Performer on the stage in any capao- ity in theatrical exhibition <i>Exemptions:</i> [See provisions in D, below]
	D	Under 15	Festival, concert, or musical exhibi- tion

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
Permit required, subject to the following conditions: (1) Issued by the chief of the State bureau of statistics and information; (2) Limited to period not exceeding 2 weeks; (3) Such evidence must be presented as in opinion of issuing officer justifies permit		1. Duty Chief of State bureau of statistics and information Inspectors of factories, attendance officers, and other authorized officers 1. Power only Any person: May make and prosecute complaints 2. First offense Maximum—\$50 2. Second offense Maximum—\$200 or imprisonment for 30 days, or both	A
		1. [No specific provision] 2. Any offense Maximum—\$100 or imprisonment for 90 days, or both	B
		1. [No specific provision] 2. Any offense Minimum—\$50 or imprisonment for 30 days, or both Maximum—\$250 or imprisonment for 1 year, or both	C
		1. Duty Attendance officers: "Shall inquire into" all cases of children out of school and without permits; shall apprehend and take to school child under 21 illegally employed; shall make complaint May inspect theaters and places of public exhibition 2. Any offense Maximum—\$200 or imprisonment for 6 months	A
		1. Same as in A, above [License shall not be granted to theatrical exhibition or public show employing such children in such manner] 2. [No specific provision]	B
		1. Same as in B, above, including bracketed note 2. [No specific provision]	C
Special written permission of the mayor and alderman of a city, or of the selectmen of a town, required		1. Same as in A, above 2. Same as in A, above	D

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations Exemptions IV
MICHIGAN Howell's Annotated Statutes 1913 s 4019 (as amended by 1915 No 255), 4026, 4029, 4062 [The provision tabulated in A is the same as that given in Table I, C, and applies only to such employment in public exhibitions as is not covered by "Exemp- tions" in column IV] [A preceding section of the same act — H A S 1913 s 4018 (as amended by 1915 No 255)—fixes a minimum age of 15 and may require an employment certificate 15-16 for employment "in or in connection with" any theater, but, since it is sub- ject to the same exemption as that tabulated in column IV, it would appear to be made inoperative, in so far as it applies to public ex- hibitions, by the provision tabulated in A]	A 16		<p>"In or about" the following:</p> <p>Theater Variety or burlesque show Moving-picture show Other kind of playhouse Music or dance hall</p> <p><i>Exemptions:</i> Employment by any traveling theatri- cal company in "acting a part in the productions of such company"</p>
H A S 1913 s 3921, 14744	B 16		<p>Rope or wire walking Gymnast, contortionist, rider, or acrobat Dancing Any immoral, etc., exhibition Any exhibition injurious to the health or dangerous to the life or limb of child under 16</p>
H A S 1913 s 4018, 4026, 4029, 4062	C 21		<p>"Theater, concert hall, or place of amusement where intoxicating liquors are sold"</p>
H A S 1913 s 4026, 4029, 4033, 4062	D Girl of any age		<p>Dancing or furnishing music in saloon or barroom where spirituous or in- toxicating liquors or malt, brewed, or fermented liquors are sold or kept for sale</p>
[See column V]	E		

EXHIBITIONS—Continued

[notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty State factory inspectors 1. Power only Any citizen: May make complaint 2. Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$100 or imprisonment for 90 days, or both	A
		1. [No specific provision] 2. Any offense Maximum—\$250 or imprisonment for 1 year, or both	B
		1. Same as in A, above 2. Same as in A, above	C
		1. Same as in A, above 2. Same as in A, above	D
[Any child under 12 who is found singing or playing any musical instrument as a business, or who accompanies or is used in the aid of any person so doing, shall be deemed dependent and neglected and may be declared a ward of the court— A S 1913 s 11644 (as amended by 1915 No 308 s 1)]			E

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory -

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
MINNESOTA General Statutes 1913 s 3810, 3847, 3848, 8482 [For laws fixing minimum age of 14 for "exhibiting child" in any business or service during school term, and requiring certificate 14 to 16 for employment in all occupations during school term, which would be applicable to employment in public exhibitions only in so far as they are not covered by occupations tabulated in column IV, see Table 1, A, and Tables 2 and 3] [The provisions tabulated in B, which are also given in Table 1, would appear to apply to public exhibi- tions, since all employ- ment in theater, etc., is regulated]	A 10	10 to 16	Employment in theatrical exhibition Musician in concert
	B 16		Theater Concert hall Place of amusement <i>Exemptions:</i> Provision does not apply to: Singer or musician in church or school Teaching or learning music Employment of child 10 to 16 in the- atrical exhibition or as musician in concert, on permit—See A, above
G S 1913 s 3810, 8682	C 18 (actually or apparently)		Rope or wire walker, dancer, gymnast, contortionist, rider, or acrobat Any immoral, etc., exhibition Any exhibition dangerous or injurious to life, limb, health, or morals
[See column V]	D		
MISSISSIPPI 1914 C 163 s 3, 4 1914 C 165 s 1, 2 [The provisions given in A, which are tabulated also in Table 4, would appear to apply to public exhibitions, since all employment in theater is regulated]	A	Girl of any age	Theater

IONS—Continued

467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
<p>ired, subject to the following: plication must be made 72 vious to performance; ed by mayor of city or of council of village, in his t, and notice of application ent forwarded by him to ommissioner of labor and to of State child labor com- 3 hours previous to per- ; y be revoked by State com- of labor if it appears to o secretary of above com- r their assistants, that such s in violation of any exist- r that the character of the nce is such as to be danger- e life or limb, or injurious ealth or morals. If said n is for any other reason unsuitableness of proposed ars child from appearance ed exhibition within State</p>		<p>1. Duty State department of labor and industries 1. Power only Truant officers: Have power of inspection and shall report violations to school authorities and to State commissioner of labor 2. Any offense Maximum—\$100 or imprisonment for 3 months</p>	A
		<p>1. Same as in A, above 2. Same as in A, above</p>	B
		<p>1. Duty State department of labor and industries: "Shall enforce all laws regulating the employment of minors" 2. Any offense Minimum—\$50 or imprisonment for 30 days, or both [See G S 1913 s 8482 for maximum penalty for misdemeanor which might be applicable]</p>	C
<p>under 10 who is found sing- aying any musical instru- the street, or giving any ntertainment, or who ac- s or is used in the aid of son so doing, is deemed it and neglected and may red a ward of the court— s 7162, 7178]</p>			D
<p>hours: 10 hours per day, 60 t, except in case of emer- where public necessity re-</p>		<p>1. Duty State factory inspector 2. Each offense Minimum—\$10 or imprisonment for 5 days, or both Maximum—\$50 or imprisonment for 30 days, or both (Each day's violation a separate offense)</p>	A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
MISSOURI Revised Statutes 1909 v 2 s 4741-4743, 7824, 7825 [For laws requiring certificate for employment of children 14 to 16 in all occupations, and prohibiting employment of child under 16 in any gainful occupation between 7 p. m. and 7 a. m., or more than 8 hours per day, 48 per week, see Table 2, Table 3, and Table 4, A]	A 14 [See provisions in B and D, below]		Singing Playing on musical instrument Rope or wire walking Dancing Gymnast, contortionist, rider, or acrobat Any immoral, etc., exhibition Any exhibition injurious to the health or dangerous to life or limb of child under 14 <i>Exemptions:</i> Provision does not apply to: Singer or musician in church or school or at any respectable entertainment Teaching or learning music
R S 1909 v 1 s 1726c-d (as added by 1911 p 132) R S 1909 v 2 s 7824, 7825 [The provisions tabulated in B, which are also given in Table 1, would appear to apply to public exhibitions, since all employment in places listed is prohibited]	B 16		Concert hall Moving-picture show Place of amusement
R S 1909 v 2 s 4740	C Girl of any age		Dancer or singer in dramshop, saloon, or place where spirituous, malt, or vinous liquors are sold at retail
R S 1909 v 1 s 1716 (as amended by 1911 p 132), 1726d (as added by 1911 p 132) R S 1909 v 2 s 7824, 7825 [See note in A, above] [The provision given in D, which is also tabulated in Table 4, is not specifically a minimum age provision, but it would appear to exclude children under 16 from employment in public exhibitions taking place at night. See also B, above]	D [See columns III and VI]	Under 16	Any gainful occupation [Apparently includes public exhibitions, as they are not specifically exempted]
R S 1909 v 2 s 7815 (as reenacted by 1913 p 400), 7816 (as reenacted by 1911 p 311), 7816a (as added by 1913 p 401)	E [See provisions in B, above]	Girl of any age	Place of amusement
[See column V]	F		

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work pro- hibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty State factory inspector: In cities of 10,000 or over "shall enforce all laws relating to the in- spection" of certain establishments, among which are specified theaters, concert halls, or places of public amusement [For list, see R S 1909 v 2 s 7824] 2. First offense Maximum—\$100 or imprisonment for 3 months, or both 2. Subsequent offense Maximum—\$500 or imprisonment for 2 years, or both	A
		1. Same as in A, above 2. Any offense Maximum—\$100 or imprisonment for 1 year, or both (Each day's violation a separate offense)	B
		1. [No specific provision] 2. Any offense Minimum—\$50 or imprisonment for 3 months, or both Maximum—\$500 or imprisonment for 12 months, or both (In addition to above penalty, license shall be revoked and no license shall be issued to violator for 2 years thereafter)	C
	7 p. m. to 7 a. m.	1. Same as in A, above 2. Same as in B, above	D
Maximum hours: 9 per day, 54 per week		1. Duty Department of factory inspection 2. Each offense Minimum—\$25 Maximum—\$100	E
[Any child under 10 who is found sing- ing or playing any musical instru- ment for gain upon the street or giving any public entertainment, or who is used in the aid of any person so doing, is deemed neglected and may be declared a ward of the court—1913 p 148 s 2]			F

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
MONTANA Revised Codes 1907 s 1660, 1669, 8111, 8347	A 16		Singing Playing on musical instrument Rope walking Dancing Any mendicant or wandering business (All above on public street or high- way)
R C 1907 s 1660, 1669, 8376	B Girl of any age		Playing on musical instrument, dancing, promenading, or otherwise exhibiting herself in any drinking saloon, dance cellar, ballroom, pub- lic garden, public highway, "com- mon park or street," or in any steam- boat, or railroad car, or in any place whatsoever, if in such place there is connected therewith the sale or use as a beverage of any intoxicating, spirituous, vinous, or malt liquors
[See column V]	C		
NEBRASKA Revised Statutes 1913 s 3575- 3578, 3580, 3582-3586 [The provisions tabulated in A, which are given also in Tables 2, 3, and 4, appear to apply to public exhibi- tions, since all "work in" places listed is regulated]	A 14 [The night-work prohibition ap- parently raises this minimum age to 16 for evening per- formances]	14 to 16	Theater Concert hall Place of amusement
[See column V]	B		

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty State bureau of child and animal protection: Was created "for the purpose of enforcing the laws * * * pertaining to children"; Has powers of inspection 1. Power only Any reputable citizen: May make complaint 2. Each offense Maximum—\$500 or imprisonment for 6 months, or both	A
		1. Duty State bureau of child and animal protection: Has duties and powers as specified in A, above 2. Any offense Minimum—\$50 or imprisonment, or both Maximum—\$500 or imprisonment for 3 months, or both	B
[See Tables 1, 2, and 3 for laws regulating employment of child under 16 in any occupation during school term and Table 5 for compulsory school-attendance provisions which might affect employment in public exhibitions]			C
Employment certificate required [For details, see provisions in A and B, Tables 2 and 3] Any member of the State board of inspection may demand the examination, by some regularly licensed physician to be selected by the board, of any child under 16 who may seem physically unable to do the work at which it may be employed, and no child under 16 shall be employed who can not obtain a certificate of fitness from such physician	8 p. m. to 6 a. m.	1. Duty State deputy commissioner of labor Truant officers 1. Power only Any person: May cause enforcement 2. Each offense Maximum—\$50	A
[Any child under 10 who is found singing or playing any musical instrument upon the street, or giving any public entertainment, or who accompanies or is used in aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—R S 1913 s 1244]			B

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
NEVADA Revised Laws 1912 s 6823, 6285	A 18		Any immoral, etc., exhibition Any exhibition dangerous or injurious to life, limb, health, or morals
R L 1912 s 6824, 6285 The provisions tabulated in B, which are given also in Table 2, A, would appear to apply to employment in public exhibitions, since they are not specifically ex- empted, as would also the 8-hour day, 48-hour week, prescribed by 1913 C 232 s 8, 9, for boys under 16 and girls under 18 in any gainful occupation—See Table 4, A]	B [For minimum age of 14 for employ- ment in any business or serv- ice during school hours, see Table 1, A]	Boy under 14 Girl under 16	Any inside employment [See note in column I] <i>Exemptions:</i> [There are certain exemptions not ap- plicable to employment in public exhibitions]
[See column V]	C		
NEW HAMPSHIRE Public Statutes 1901 C 92 s 18 P S 1901 C 93 s 15 (as amended by 1901 C 61) P S 1901 C 265 s 3 1911 C 198 s 2	A 14		Dancing Playing on musical instrument Singing Walking on a wire or rope Riding or performing as a gymnast, contortionist, or acrobat (Above in circus or theatrical exhibi- tion or in any public place whatso- ever) <i>Exemptions:</i> Provision does not apply to: Education in vocal or instrumental music Musician in church or school or school exhibition Concert or musical exhibition
P S 1901 C 93 s 15 (as amended by 1901 C 61) 1911 C 162 s 6 (as amended by 1913 C 224 s 2), 16, 17, 20 1911 C 198 s 2 [The provisions tabulated in B, which are also given in Table 4, A, apparently ap- ply to employment in pub- lic exhibitions, since they are not specifically exempt- ed, and would appear to exclude boys under 16 and girls under 18 from employ- ment in public exhibitions taking place at night]	B [See columns III and VI]	Boy under 16 Girl under 18	Any gainful occupation [See note in column I] <i>Exemptions:</i> [There are certain exemptions not ap- plicable to employment in public exhibitions]

BITIONS—Continued

[pp. 467-475 should be borne in mind]

Regulations V	Night work pro- hibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. [No specific provision] 2. Any offense Maximum—\$500 or imprisonment for 6 months, or both	A
an permit" of judge of district required [For details, see s 2 and 3]		1. [No specific provision] 2. Same as in A, above	B
uld under 10 who is found sing- r playing any musical instru- for gain or giving any public tainment upon the street, or accompanies or is used in the any person so doing, is deemed ident and neglected and may clared a ward of the court—R L 728]			C
		1. Duty State labor commissioner: Shall, "whenever he shall deem it necessary," prosecute violations of laws "regulating the employment of help" Truant officers: As to employment during school hours 1. Power only State superintendent of public in- struction or his deputy 2. Any offense Maximum—\$100	A
am hours: 11 per day, 58 per	7 p. m. to 6.30 a. m. [There are certain exceptions not applicable to employment in public exhibi- tions]	1. Duty State labor commissioner: Has duties as specified in A, above Truant officers State superintendent of public in- struction and State inspectors ap- pointed by him and under his su- pervision 2. Any offense Minimum—\$5 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	B

CHILD LABOR LEGISLATION.

TABLE 7.—

[In reading this analysis, the

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
JERSEY ed Statutes 1910 v 2 ats s 47-49 p 2816 0 v 2 Crimes s 56 p 1763, p 1812	A 15		Rope or wire walking [Se tabulated in D, below]. Acrobat, gymnast, contor rider Singing, dancing, acting, manner exhibiting in dan in "concert saloon, theat of entertainment where spirituous or malt liquo or given away" or with place for the sale of wines ous or malt liquors is dir directly connected by pas entrance [See later law in D, below]
	B 18		"Singing, playing on a mus ment, * * * in the stu or other highways of t [See later law tabulated in
	C "Minor child"		Any illegal or immoral, etc.
	D 18		"Singing and playing on i struments, rope walking * * * in the streets, other highways or publi this State"
MEXICO 101 s 1, 3, 4	A Girl of any age		Singing, reciting, dancing, musical instrument, or theatrical or other ext saloon
YORK dated Laws 1909 v 4 l C 40: t 44 s 485; t 174 s 1937 minimum age of 14 and ations 14 to 16 for om- ment in theater or of amusement, which, ver, apparently apply employment in public otions only in so far ch employment is not ed by the provisions lated in A and B, see isions in A, Tables 1-4]	A 16		Rope or wire walking Gymnast, wrestler, coi rider, or acrobat, or actor bicycle or similar mechan or contrivance Illegal or immoral, etc., exl Exhibition of child when i otic, or deformed Exhibition dangerous or in the life, limb, health, or child under 16 The following occup cept when employment authorized by permit ta B, below: Singing Dancing Playing upon a musical ins Theatrical exhibition Wandering occupation <i>Exemptions:</i> Provision does not app Singer or musician in chur or academy Teaching or learning music [See provisions in B, below

[TIONS—Continued

p. 487-476 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. [No specific provision] 2. Each offense Minimum—\$50 Maximum—\$100 (Person employing child contrary to laws of State incurs maximum penalty of fine of \$100 or imprisonment for 1 year, or both—1915 C 246 s 1, 2)	A
		1. [No specific provision] 2. Same as in A, above	B
		1. [No specific provision] 2. Same as in A, above	C
		1. [No specific provision] 2. Any offense Maximum—\$1,000 or imprisonment for 3 years, or both	D
		1. Duty Sheriff, deputy sheriff, constable, city marshal, and police officers: Are penalized upon failure to arrest offenders for violations of which they have knowledge 2. Any offense Maximum—\$100 or imprisonment for 6 months, or both	A
		1. [No specific provision] 2. Any offense Maximum—\$500 or imprisonment for 1 year, or both	A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations Exemptions IV
NEW YORK—Continued	B	Under 16	Musician in concert Employment in theatrical exhibition
NORTH CAROLINA [No provisions]			
NORTH DAKOTA Compiled Laws 1913 s 1411- 1413	A 16		"Theater, concert hall, or place of amusement wherein intoxicating liquors are sold"
[See column V]	B		
OHIO Page and Adams' Annotated General Code 1912 s 871-22 (as added by 1913 p 95), 12993-12996 (as amended by 1913 p 864), 13007-7 to 13007- 11 (as added by 1913 p 864) [The provisions tabulated in A, which are given also in Tables 1, 2, 3, and 4, would appear to apply to employ- ment on the stage in places of amusement, since such employment is not specifi- cally exempted. The night- work prohibition would ap- pear to exclude boys under 16 and girls under 18 from such employment at night. Section 13007-3 (as added by 1913 p 864) fixes a mini- mum age of 16 for boys and 18 for girls in "theater and other place of amusement" except on the stage "when not otherwise prohibited by law"] [For hours of labor regula- tions for boy 16 to 18 and girl 18 to 21, for employment in place of amusement, see Table 4, B]	A Boy 15 Girl 16 [See columns III and VI]	Boy 15 to 16 Girl 16 to 18	Place of amusement

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind) .

<p>Regulations</p> <p>V</p>	<p>Night work prohibited</p> <p>VI</p>	<p>Enforcement</p> <p>1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc.</p> <p>VII</p>	
<p>Permit required, subject to the following conditions:</p> <p>(1) Application must be made previous to performance;</p> <p>(2) Issued by mayor of the city or president of the board of trustees of village upon 48 hours' previous notice of application having been sent in writing to society for prevention of cruelty to children, if there be such a society within the county;</p> <p>(3) Subject to revocation at will by issuing officer</p>		<p>1. [No specific provision] 2. Same as in A, above</p>	B
		<p>1. Power only Peace officers: May make complaint Any person: May make complaint</p> <p>2. Each offense Minimum—\$20 Maximum—\$50</p>	A
<p>[Any child under 18 who is found singing or playing any musical instrument or giving any public entertainment for gain upon the streets, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—C L 1913 s 11403]</p>			B
<p>Age and schooling certificate required [For details, see Tables 2 and 3, A] Maximum hours: 8 per day, 48 per week; employment for more than 6 days per week prohibited</p>	6 p. m. to 7 a. m.	<p>1. Duty Factory inspectors [State industrial commission] Truant officers Other officers charged with enforcement of laws relating to employment of minors</p> <p>1. Power only Any person: May prosecute violations</p> <p>2. First offense Minimum—\$5 Maximum—\$50</p> <p>2. Second offense Minimum—\$50 or imprisonment, or both Maximum—\$200 or imprisonment for 30 days, or both</p> <p>2. Third offense Minimum—\$200 or imprisonment, or both Maximum—Fine or imprisonment for 60 days, or both (All the above penalties apply to "any violation" of the provisions of this chapter. The following specific penalty is imposed for failure to procure and keep on file employment certificates for children under 16)</p> <p>2. Any offense Minimum—\$25 Maximum—\$100</p>	A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

[illegible]

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty State industrial commission Truant officers 2. Any offense Maximum—\$200 or imprisonment for 6 months, or both (Any person convicted of a violation of any law relating to employment of minors, who again violates any such law, shall be imprisoned for not less than 10 nor more than 30 days)	B
Age and schooling certificate required [For details, see provisions in A and B, Tables 2 and 3] [For provision fixing maximum of 8 hours per day, 48 per week, and requiring 1 hour mealtime, for children under 16 in any gainful occupation, which would appear to be applicable here, see Table 4, A]		1. Duty State commissioner of labor 2. Any offense Minimum—\$10 or imprisonment for 10 days, or both Maximum—\$50 or imprisonment for 30 days, or both	A
	6 p. m. to 7 a. m	1. Same as in A, above 2. Same as in A, above	B
[Any child under 8 who is found singing or playing any musical instrument upon the street or giving any public entertainment, or who accompanies or is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—R. L. 1910 v 1 s 4412]			C
Written permission of the judge of the juvenile court to child, parent, or guardian, or manager of the place of amusement or public entertainment in which child is to take part		1. Duty State commissioner of labor statistics and inspector of factories and workshops: Shall cause enforcement of all laws regulating the employment of children, minors, and women Truant officers (in counties of less than 100,000): Shall see that the child labor law is enforced 2. [There appears to be no specific provision for penalty for employer, but child participating without permission is deemed dependent and may be declared a ward of the court]	A

CHILD LABOR LEGISLATION.

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State	Minimum age	Regulated age	Occupations <i>Exemptions</i>
References	II	III	IV
I			
Pennsylvania—Continued (Column V)	B		
PENNSYLVANIA Amphlet Laws 73 s 3; Purdon's Digest 1 p 316 L 142 s 2; S P D 1903 875 L 142 s 3; S P D 1903 875 L 142 s 4; S P D 1903 875 L 142 s 6; S P D 1903 877 L 142 s 8; S P D 1903 877 L 220 s 1; S P D 1903 118 Table 1, A, for minimum age 14 for employment in occupation or estab- lishment, which would ap- ply include employ- ment in public exhibitions if they are not specific- ally exempted—1915 P L	A 15		Singing [See provisions in C and D, below] Dancing Exhibiting (All above in dance house, concert saloon, theater, or place of entertain- ment, where wines or spirituous or malt liquors are sold or given away, or with which any place for sale of wines, etc., is connected)
	B 15		Rope or wire walking Acrobat, gymnast, contortionist, or rider
	C 18		Singing or playing on musical instru- ment in street, road, or other high- way
	D 18		The following without consent of parent or guardian: Performing in theater or athletic exhibi- tion Singing Playing upon musical instrument
	E Any minor		Any illegal or immoral, etc., exhibi- tion, or employment where any such exhibition takes place
PINE ISLANDS L 1868 s 2 (as amended L 3 No 2258), 4 Code 1911 art 489 p 117	A 12 (if employ- er's own child or de- scendant) 16 (if not em- ployer's own child or de- scendant)		Employment by professional acrobat, gymnast, ropewalker, diver, animal tamer, bull fighter, circus manager, etc., in any exhibition of this kind
	B 16		Performing any dangerous feat of bal- ancing, of strength, or of contortion

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work pro- hibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
[Any child under 14 who is found singing or playing any musical instrument upon the street or giving any public entertainment, or who accompanies or is used in the aid of any person so doing, is deemed dependent and may be declared a ward of the court—I. O. L. 1910 s 4406]			B
		1. Duty Constables and policemen: Shall aid in bringing offenders before magistrate or justice of the peace, who shall issue warrant 1. Power only Mayors (in cities of the first class): May enforce provisions of act and annul license for holding exhibition Agents of any humane society: May, when so authorized, act as police officers or constables, with power to arrest offenders Any person: May make complaint 2. Each offense Minimum—\$50 Maximum—\$100	A
		1. Same as in A, above 2. Same as in A, above	B
		1. Same as in A, above 2. Same as in A, above	C
		1. Power only Mayors (in cities of the first class): Have powers as specified in A, above 2. First offense Minimum—\$50 Maximum—\$100 2. Second offense Minimum—Imprisonment for 1 year Maximum—Imprisonment for 3 years	D
		1. Same as in A, above 2. Same as in A, above	E
		1. Duty Philippine Bureau of Labor 2. Any offense Minimum—125 pesetas and the penalty of prisión correccional in its minimum and medium degrees Maximum—1,250 pesetas and the penalty of prisión correccional in its minimum and medium degrees	A
		1. Same as in A, above 2. Same as in A, above	B

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
PORTO RICO 1913 No 42 s 8 (as amended by 1913 Extraordinary Session No 139), 12, 14	A 14		Exhibition dangerous or injurious to health and morals
Revised Statutes and Codes 1911 s 1777	B 16		Exhibition in acrobatic feat endanger- ing life of child under 16
RHODE ISLAND General Laws 1909 C 139 s 4-6	A 16		Rope or wire walking Gymnast, wrestler, contortionist, equestrian performer, or acrobat Rider upon bicycle or mechanical con- trivance Any illegal or immoral, etc., exhibi- tion Any exhibition injurious to the health or morals or dangerous to the life or limb of child under 16
	B	Under 16	Dancing, theatrical, or musical exhibi- tion <i>Exemptions:</i> Dancing, theatrical, or musical exhibi- tion in connection with churches, schools, or private instruction in dancing or music, or under auspices of a Rhode Island society organized for religious, charitable, literary, so- cial, musical, etc., purposes
SOUTH CAROLINA [No provisions]			
SOUTH DAKOTA 1903 C 88 s 1, 3 1913 C 240 s 4	A 14		Actor, performer, or singer on the streets Concert hall or room where intoxicat- ing liquors are sold or given away Variety theater Any illegal or immoral, etc., exhibi- tion Any exhibition injurious to the health or morals or dangerous to the life or limb of child under 14
1907 C 135 art 7 s 150 1913 C 240 s 4	B 15		Any gainful occupation in the following during school hours: "Theater, concert hall or place of amusement where intoxicating liq- uors are sold"
[See column V]	C		

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty Porto Rican Bureau of Labor 2. First offense Minimum—\$25 Maximum—\$100 2. Subsequent offense Minimum—\$100 Maximum—\$1,000	A
		1. [No specific provision] 2. Each offense Minimum—\$5 or imprisonment Maximum—\$15 or imprisonment for 30 days	B
		1. Power only Town sergeant, city chief of police, or any agent of the Rhode Island Society for the Prevention of Cruelty to Children: May enter any place where child may be detained or employed in vio- lation of these provisions, and hold child as witness to testify upon trial of violator [See also G L 1909 C 139 s 1] 2. Each offense Maximum—\$250 or imprisonment for 1 year, or both	A
Permit required, consisting of written consent, revocable at will, of mayor of city or president of town council where child is to be employed		1. Same as in A, above 2. Same as in A, above	B
		1. ["Every * * * place in or in connection with which children are engaged at labor of any kind, shall at all times be subject to visita- tion by the county superintendent of schools"] 2. First offense Maximum—\$100 or imprisonment for 30 days, or both 2. Subsequent offense Maximum—\$200 or imprisonment for 6 months	A
		1. Same as in A, above 2. Any offense Minimum—\$10 Maximum—\$50	B
[Any child under 18 who is found play- ing any instrument of music or sing- ing on the streets or public highways is deemed dependent or neglected and may be declared a ward of the court—1915 C 119 s 1, 10]			C

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
TENNESSEE [See column V]	A		
TEXAS [No provisions]			
UTAH 1911 C 113 s 4 (as amended by 1913 C 76) 1911 C 144 s 1, 5, 13, 14 [The provisions tabulated in A, which are given also in Table 1, apparently apply to public exhibi- tions, since all employment in theater and concert hall is regulated]	A 14	[See column V]	Theater Concert hall
Compiled Laws 1907 s 4243, 4244 1911 C 113 s 4 (as amended by 1913 C 76)	B Girl of any age		Dancing, promenading, or otherwise exhibiting herself in any drinking saloon, dance room or cellar, public garden, public highway, or in any place whatsoever <i>Exemptions:</i> Above occupations in theater [See provisions in A, above]
	C Girl of any age		Playing upon any musical instrument in any drinking saloon, dance room or cellar, public garden, public high- way, common, or street, or on a ves- sel, steamboat, or railway car, or in any immoral, etc., place
VERMONT [No provisions]			
VIRGINIA Code 1904 s 1790c(7) (as added by 1914 C 321) C 1904 s 3795a(2), 3795a(3), 3795a(7), 3795a(8)	A 14		Rope or wire walking Gymnast, contortionist, rider, or acro- bat Any immoral, etc., exhibition Any exhibition injurious to the health or morals or dangerous to the life or limb of child under 14

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
[There are no specific provisions. Any child under 14 who is found singing or playing any musical instrument upon the streets or giving any public entertainment, or who accompanies or is used in aid of any person so doing, is deemed dependent and may be declared a ward of the court—1911 C 58 p 111 s 1]			A
[It may be inferred, though it is not clear from the law, that an employment certificate is required for employment of child over 14 in these occupations—See Table 2, A-III. For regulations governing employment certificates, see Tables 2 and 3, A]		1. Duty State commissioner of immigration, labor, and statistics: Must "investigate and report to the proper authorities all violations of law regarding the conditions surrounding the employment of children, minors and women and the laws established for the protection of all employees in factories, mines, mills, and other institutions where labor is employed" "Any authorized inspector" [State commissioner of immigration, labor, and statistics] or truant officer: Shall demand from "any employer" proof of age of child apparently under 14, and forbid employment if such proof be not produced 2. Any offense Minimum—\$25 or imprisonment for 10 days, or both Maximum—\$200 or imprisonment for 30 days, or both	A
		1. Duty State commissioner of immigration, labor, and statistics: Has duties as specified in A, above 2. Any offense Maximum—\$300 or imprisonment for 3 months, or both	B
		1. Same as in B, above 2. Same as in B, above	C
		1. Duty State commissioner of labor (chief factory inspector): "Shall secure the enforcement of all laws * * * relating to the inspection of factories, mercantile establishments, mills, workshops, and commercial institutions" 2. Any offense Maximum—\$200 or imprisonment for 12 months, or both	A

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
WASHINGTON Pierce's Code 1912 title 135 s 27, 387 P C t 291 s 101	A 18		Any immoral, etc., exhibition Any exhibition dangerous or inju- rious to life, limb, health, or morals
P C t 135 s 1495 P C t 291 s 101	B Girl of any age		"Theater, or place of amusement, where intoxicating liquors are sold as a beverage"
[See column V]	C		
WEST VIRGINIA Hogg's Code 1913 C 144 s 5176, 5177, 5178 [Any child under 10 who is found singing or playing any musical instrument for gain upon the streets or giving any public enter- tainment, or who accom- panies or is used in the aid of any person so doing, is deemed dependent and neglected and may be de- clared a ward of the court— 1915 c 70 s 1]	A 15		Rope or wire walking Acrobat, gymnast, contortionist, or rider Singing, dancing, acting, or being ex- hibited in any manner in any dance house, concert saloon, theater, or place of entertainment where wines or spirituous or malt liquors are sold or given away, or with which any place for the sale of wines or spiritu- ous or malt liquors is directly or in- directly connected by passageway or entrance
	B 18		Singing or playing on musical instru- ment in streets, roads, or other highways
	C Any minor		Any illegal or immoral, etc., ex- hibition, or in place where same occurs
WISCONSIN Statutes C 83 s 1728d.1 St C 110a s 2394-52 St C 186 s 4587a [See Table 1, C, for provision fixing minimum age of 16 for employment in immor- al, etc., occupations]	A 14 [See note in col- umn I]		Any immoral, etc., exhibition Any exhibition injurious to the health or dangerous to the life or limb of child under 14
St C 83 s 1728d.1, 1728o, 1728o-1 St C 110a s 2394-52 [The provision tabulated in B forbids merely the grant- ing of license for theatrical exhibitions under condi- tions specified]	B 15		Employment in theatrical exhibition or public show as acrobat, contor- tionist, or in any feat of gymnastics or equestrianism, when, in the opin- ion of the board of officers author- ized to grant licenses, such children [under 15] are employed in such man- ner as to corrupt their morals or im- pair their physical health [See note in column I]

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
		1. Duty State commissioner of labor and his assistants 2. Any offense Maximum—\$250 or imprisonment for 90 days	A
		1. Same as in A, above 2. Any offense Minimum—\$500 or \$500 and imprisonment for 6 months	B
[For school exemption certificate required for employment under 15 in any occupation during school hours which would apparently apply to employment in public exhibitions, see provisions in D, Tables 2 and 3. Any child under 12 who is found singing or playing on any musical instrument for gain upon the public street or giving any public entertainment, or who accompanies or is used in the aid of any person so doing, is deemed dependent and may be declared a ward of the court—1913 C 160 s 1 subdivision 18]			C
		1. [No specific provision] 2. Each offense Minimum—\$5 Maximum—\$100	A
		1. [No specific provision] 2. Same as in A, above	B
		1. [No specific provision] 2. Same as in A, above	C
		1. Duty State industrial commission: Has duty of enforcing "all the provisions of the statutes regulating or relative to child labor" 2. Any offense Maximum—\$100 or imprisonment for 6 months, or both	A
		1. Same as in A, above [Board of officers authorized to grant licenses shall not grant license for exhibition under these conditions] 2. [Law does not mention employer; person violating provision (see note in column I) is liable to maximum penalty of \$100 for any offense]	B

TABLE 7.—PUBLIC

[In reading this analysis, the explanatory

State References I	Minimum age II	Regulated age III	Occupations <i>Exemptions</i> IV
WISCONSIN—Continued St C 27 s 439ca St C 83 s 1728a.2, 1728a-1, 1728a-4.1, 1728a-4.2, 1728d.1 St C 110a s 2394-52, 2394-70 [See Table 1, C, for provision prohibiting employment under 16 in theater or con- cert hall, which is appli- cable, however, to employ- ment in public exhibitions only in so far as such em- ployment is not covered by the provisions tabulated in C] [Any child under 8 who is found singing or playing any musical instrument upon the street for gain, or who is used in the aid of any person so doing, is deemed dependent and neglected and may be declared a ward of the court—St s 573-1]	C	Under 16	Employment "to play on any musi- cal instrument, or to sing or perform in a circus, theatrical or musical ex- hibition, concert or festival, or in any public place" <i>Exemptions:</i> Provision does not apply to: Musician or participant in church or school or school exhibition or local home-talent exhibition
WYOMING Compiled Statutes 1910s 3101, 3105, 3106	A 14		Singing Playing on musical instrument Dancing Rope or wire walking Gymnast, contortionist, rider, or acro- bat Variety theater <i>Exemptions:</i> Provision does not apply to: Singer or musician in church or school or at any respectable entertainment Teaching or learning music
1915 C 77 s 1, 2, 6 [For earlier law fixing mini- mum age of 14 for employ- ment in dangerous or im- moral, etc., exhibitions, with different penalty, see C S 1910 s 3101, 3105, 3106]	B 16		Actor or performer in any concert hall or room where intoxicating liquors are sold or given away [See provi- sions in C, below] Any illegal or immoral, etc., exhibi- tion [See provisions in D, below] Any exhibition injurious to the morals or health or dangerous to the life or limb of child under 16 <i>Exemptions:</i> Provision does not apply to: Amateur entertainments or theatri- cals for charity, or not for profit, in schools, churches, settlement houses, or boys' or girls' clubs Singer or musician in church or school Teaching or learning music Physical development in respectable gymnasium or natatorium
	C 18		Employment in concert hall or other establishment where malt or alco- holic liquors are sold
C S 1910 s 3102	D 18		Employment in place where illegal or immoral, etc., exhibition takes place

EXHIBITIONS—Continued

notes on pp. 467-475 should be borne in mind]

Regulations V	Night work prohibited VI	Enforcement 1. Enforcing authorities—Duty; Power only 2. Penalty for employer, etc. VII	
<p>Permit required, subject to the following conditions:</p> <p>(1) Issued by industrial commission, county or municipal judge, or judge of juvenile court;</p> <p>(2) Issuing officer must be satisfied that appearance of child will not be detrimental to its morals, health, safety, welfare, or opportunities for education equivalent to that of the common schools;</p> <p>(3) Child if under 14 must be accompanied by parent or guardian approved by issuing officer</p>		<p>1. Duty State industrial commission Truant officers: Must inspect places covered by act and report cases of illegal employment of minors to school authorities and to State industrial commission; May make complaint</p> <p>1. Power only Police officers and citizens: May make complaint</p> <p>2. Each offense Minimum—Forfeiture of \$10 to State Maximum—Forfeiture of \$100 to State [A civil suit may be brought for violation]</p>	C
		<p>1. Power only Justices of the peace</p> <p>2. First offense Maximum—\$100 or imprisonment for 3 months, or both</p> <p>2. Subsequent offense Maximum—\$200 or imprisonment for 6 months</p>	A
		<p>1. [No specific provision]</p> <p>2. Any offense Minimum—\$25 or imprisonment for 30 days, or both Maximum—\$100 or imprisonment for 90 days, or both</p>	B
		<p>1. [No specific provision] 2. Same as in B, above</p>	C
		<p>1. [Justices of the peace have jurisdiction]</p> <p>2. Any offense Minimum—\$100 or \$100 and imprisonment Maximum—\$500 or \$500 and imprisonment for 12 months</p>	D

mean a transcript of the birth or baptismal record. Brackets are used to indicate inferences from the law not directly stated and provisions which, though given for the sake of clearness, are not directly applicable to the heading under which they are tabulated. Brackets are also used to inclose cross references from one table to another, and notes in the reference columns.

Decisions and rulings by attorneys general, etc., and court decisions as to constitutionality are not considered in the tabulation. An exception is made in that rulings of commissions are included in Table 4 and that certain decisions necessary to the understanding of a few obscurely worded compulsory school-attendance laws are noted in Table 5. It must be remembered that it was possible to tabulate only specific regulations, and that in order to have a complete understanding of the actual effect of the laws governing children in any given occupation, all the tables must be considered in their relation to each other. For instance, the effect of the compulsory school-attendance law of a State upon the minimum age law is often to raise the age limit for employment in all occupations during school hours. Likewise a provision requiring a child to attend school until he has graduated from the common schools might in effect raise the educational requirements for entering employment. When possible, cross references have been made from one table to another showing the effect of the provisions of one law upon those of another, but since such effect often becomes a matter of legal interpretation, it could not always be indicated. Moreover, the actual effect of one law upon another is often determined largely by the methods of administration, which could not of course be considered in a compilation based on laws.

TABLE 1.—MINIMUM AGE.

Table 1 contains practically all the minimum age laws except those relating to employment in public exhibitions¹ and work in street trades,² as defined later. Laws prohibiting enticing children to leave home for employment are omitted when the occupation in which the child is to engage is not specified, and those forbidding employment agencies to send minors into immoral and illegal occupations are omitted, but those prohibiting employers to send minors to immoral places are included, as being applicable to employment in messenger service. The power of a minimum wage commission or other such body to "fix standard conditions of labor" is given, since such power might be interpreted to include age regulations. All laws regulating employment of minors in connection with the sale or manufacture of intoxicating liquors are included, even in prohi-

¹ Table 7.

² Table 6.

a complete picture of all the requirements. Wherever it could be done without burdening the tables with too great a mass of detail, cross references have been used to call attention to these interrelations. Columns IV to VIII of Table 2 contain the prerequisites for obtaining the working paper or document named in column II. Quotation marks are used to indicate a name given in the text of the law. The subordinate documents required for the issuance of the certificate proper are noted in the appropriate columns. In entries indicating educational qualifications, the minimum requirements are given.

In Table 3 are tabulated the more important details concerning the working paper itself. An entry is made under "time limit" only when the certificate is issued for a definite time, as "during vacation," or "for 6 months." Under "authority issuing" is specified the person who approves the certificate named in column II, and another person's power to revoke such certificate is given in a parenthetical note. Under "accessible to inspection of whom" are tabulated all the persons who are specifically given the right to demand of the employer the certificate required for the child's employment, whether or not it is their duty to enforce the law or to make such demand. "Notification of termination of employment" refers to the employer's notification sent to the school authorities, the issuing officer, etc. Sometimes this notification is made by returning the certificate, in which case the entry "return of certificate" is made. No entry is made here unless some direct notification must be made in the case of every child. The return of the certificate "to the issuing officer, if not claimed by the child within 30 days" is not considered to constitute a notification.

It should be remembered that there may be in the actual administration of the certificate law, particularly where much discretionary authority is given to the issuing officer, many details not specified in the text and therefore impossible to show in the tables. Moreover, the indirect effect of even specific provisions can not be estimated exactly; for instance, a law which specifies that the certificate be made out to a specific employer, or contain the employer's name, may have practically the same effect as one requiring the return of the certificate, since the child must return to the issuing officer before he can obtain a new certificate.

The administrative details of the law, such as those which concern the making and filing of duplicate copies of certificates, reports to local officials, or the keeping of lists of children to whom certificates have been refused, as well as provisions specifying the exact procedure for obtaining certificates, for instance those demanding the presence or appearance of parent or child, are in general omitted. Certain details in regard to the duties of employers, such as pro-

visions requiring the keeping and posting of lists of children employed, notifying the issuing office of the child's actual entrance upon employment, or including in the termination of employment notice the reason for the child's leaving, are also omitted.

TABLE 4.—HOURS OF LABOR.

All hours of labor laws quoted in the text are given in this table, with the exception of hours of labor for railroad and street-car employees, which are included only when they specifically refer to minors or women. Unless otherwise specified, usually in a footnote, the number of hours given in Column IV is not the number of hours which "shall constitute a legal day's work," but the actual maximum per day permitted. The details as to whether these hours are consecutive, or whether mealtime is excluded, are not shown. All exceptions are given in detail. Under "Mealtime prescribed" is given the minimum amount of time to be allowed for lunch and, if so stipulated in the law, the maximum number of hours an employee may work without rest period or interval for lunch. The power of a minimum wage or other such commission to regulate hours of labor is shown here, and such rulings as it was possible to obtain are given in footnotes. Regulations concerning the posting of notices showing the number of hours required, the time of beginning and ending work, etc., are omitted, as are interpretive details such as provisions specifying that if work is done in two establishments the total number of hours worked by one person shall not exceed the maximum prescribed by law. A reduction in the number of hours of work of minor employees to permit attendance at continuation schools is not shown here, but is noted in Table 5.

TABLE 5.—COMPULSORY SCHOOL ATTENDANCE.

Table 5 gives the minimum amount of school attendance required yearly, whether of all children or of children employed in certain occupations, and the ages between which it is compulsory. An entry in the column "Occupations or establishments" indicates that the amount of schooling specified is required only of children employed in the establishments enumerated; otherwise it is required of all children. In the former case the penalty incurred by the employer, and in the latter the penalty incurred by the parent, is tabulated in the enforcement column. Column IV, specifying the localities where the act is in force, should be carefully noted, as extensive limitations upon the law are often found in that column. In the case of optional compulsory education laws, the localities where the law is in effect, in all cases where it was possible to obtain them, are given in footnotes. All exemptions from school attendance are tabulated except those allowing the substitution of other forms of training, which

are omitted on the ground that they imply that the child is receiving equivalent instruction. Definitions of "regular attendance," and provisions stipulating the standard of "equivalent instruction," or requiring private or parochial schools to conform to certain regulations before attendance therein will be accepted as compliance with the law, are omitted.

TABLE 6.—STREET TRADES; TABLE 7.—PUBLIC EXHIBITIONS.

The laws applying to children engaging in street trades on their own account and those employed to take part in public exhibitions are in many cases very different in detail from regulations applying to other occupations, and for that reason, as well as because it seemed of interest to consider them apart from the others, they have been tabulated separately in Tables 6 and 7. No note is taken of them in Tables 1, 2, 3, and 4, even though they constitute exemptions from certain general employment regulations, and none of the provisions in that group of tables should be interpreted as applying to the occupations treated in Tables 6 and 7 unless they are repeated in the latter tables. However, cross references are made from the first four tables whenever there are any corresponding provisions in Tables 6 and 7.

So far as practicable, laws relating only to employment in street occupations, including employment as messenger boys, are tabulated in Tables 1, 2, 3, and 4, while those relating to children working on their own account are given in detail in Table 6. Where the application of the law is so indefinite that a distinction could not be made between the two classes of children, its provisions are given in Table 6 only. Laws applying both to employment of children in street trades and to children working on their own account are detailed in Table 6, and referred to by a note in the other tables. The locality is given only when the provision is made to apply to specified cities or towns; otherwise the law is of general application.

Provisions fixing maximum hours of labor in all occupations are noted in Column I of Table 7, and a general night-work prohibition for children, from which employment in public exhibitions is apparently not exempted, is given in the tabulation, since, if evening hours are included, it practically fixes a minimum age for employment in night performances in theaters and places of amusement. Only laws specifically referring to public exhibitions of some kind are given in this table, though general clauses prohibiting employment in dangerous occupations might be interpreted to include many such occupations, as ropewalker, etc., mentioned in Table 7.

Juvenile court laws, declaring dependent, neglected, or delinquent a child found peddling or selling articles or singing or playing on

musical instruments on the streets, are noted in Tables 6 and 7, either in Column I or in Column VI. It should be remembered that many cities have local ordinances governing children in street trades which, of course, could not be included here. As a rule no attempt has been made to show the effect of compulsory school-attendance regulations on the laws governing employment, but in the case of work in street trades the compulsory school-attendance law has so positive an effect upon the possibility of the child's being allowed to be on the street, that where there were no specific regulations a note has been made in Table 6 referring to the school law.

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TEXT OF CHILD LABOR LAWS

(477)

The continuous pagination of the volume from this point is carried in parentheses at the foot of the page. The text of the laws of each State and the index are paged separately, each beginning with page 3.

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MINES

MINIMUM AGE

Enforcement: duties of mine inspectors.—* * * It shall be the duty of mine inspectors to examine all the mines in this State at least every three months, to see that all the requirements of this chapter are strictly observed and carried out; inspectors shall * * * make a record of all examinations of mines, showing the date when made, the condition in which the mines are found, the extent to which the laws relating to mines and mining are observed or violated * * *. [Code 1907 Chapter 30 section 1002]

Employment of boys under 14 and girls of any age prohibited.—No woman, or boy under the age of 14 years, shall be employed to work or labor in or about any mine in this State. [C 1907 C 30 s 1035]

Court decisions.—The provisions of this section are applicable to all mines, and not limited to coal mines.—*Cole v. Sloss-Sheffield Steel & Iron Co.*, 65 So., 177 (1914).

The employment of a child in violation of a statute renders the employer liable for resulting injuries although he was deceived as to the child's age.—*De Soto Coal Mining & Development Co. v. Hill*, 60 So. 583 (1913).

NOTE.—[The above section, in so far as it relates to children under 16, is apparently superseded by section 6, page 193, Acts of 1915, which fixes a minimum age of 16 for employment in any mine.]

Penalty.—Any person who * * * neglects or refuses to perform any of the duties required of him by the provisions of chapter 30 of this Code, or violates any of the provisions thereof * * *, must, on conviction, be fined not more than two hundred and fifty dollars, and may also be imprisoned in the county jail, or sentenced to hard labor for the county for not more than six months. [C 1907 C 255 s 7418]

MERCANTILE ESTABLISHMENTS

TOILETS AND SEATS FOR GIRLS

Separate toilets for the sexes; seats to be provided and their use permitted; penalty.—Any person owning or controlling a store or shop in which any girl or woman is employed as a clerk or saleswoman, who fails to provide such girl or woman with proper accommodations for sitting and resting when not actively engaged in the work of her employment, or who fails to permit her to do so when not so engaged, or who shall not have in such building, or conveniently thereto, separate water-closets for the use of such girls or women, must, on conviction, be fined not less than fifty dollars nor more than five hundred dollars. [C 1907 C 211 s 6857]

COTTON MILLS AND FACTORIES

ENFORCEMENT

Inspector of jails, almshouses, cotton mills, or factories.—There is created the office of inspector of jails, almshouses, cotton mills, or factories; the officer or inspector shall be a practicing physician in good standing, learned in the science of sanitation and hygiene, and shall reside in Montgomery and have an office in the capitol. [C 1907 C 239 s 7212]

Appointment of inspector.—The inspector shall be appointed by the governor and shall hold office for a term of four years from the date of his appointment, and until his successor is appointed and qualified. [C 1907 C 239 s 7213]

Duties of inspector.—The following are the general duties of the inspector:

* * * * *

(5) To visit at least four times each year, and oftener when ordered by the governor so to do, each and every cotton mill or factory in this State, and to thoroughly inspect the same for the purpose of ascertaining their sanitary condition, the ages and condition of the children employed therein, and all other matters concerning the operation and condition of said mills or factories as to which the laws of this State prescribe any rules or regulations.

(6) To make reports to the governor of the result of each such inspection.

(7) To institute prosecutions against the owners and operators of such mills or factories for the violation of any of the rules or regulations prescribed by any law of this State relating to the conditions or operations of such mills or factories or the employment of children therein. [C 1907 C 239 s 7215]

Penalty for refusal of information or testimony.—Any * * * manager of any * * * cotton mill or factory, or any person or persons charged with the management of any * * * cotton mill, or factory, who shall willfully refuse or fail to give the inspector the information called for by him, and any such officer or other person who, when summoned by the inspector to come before him and testify concerning any matter upon which the inspector is required to report, shall willfully refuse or fail to attend and testify, shall be deemed guilty of a misdemeanor, and, upon conviction, shall be fined not less than twenty-five nor more than one hundred dollars. [C 1907 C 239 s 7217]

CHILD LABOR AND VAGRANCY

Certain persons hiring out their children declared vagrants.—The following-described persons are vagrants:

* * * * *

(12) Any person who has no property sufficient for his support and who is able to work and does not work, but hires out his children or allows them to hire out. * * * [C 1907 C 302 s 7843]

Penalty.—Vagrancy is a crime, and any person convicted thereof must be fined not more than \$500, and may also be sentenced to hard labor for the county for not more than 12 months. [C 1907 C 302 s 7844]

Basis for prosecution.—In prosecutions for vagrancy the burden of proof shall not rest upon the State to establish the fact that the defendant has no property sufficient for his support, nor means of a fair, honest, and reputable livelihood, but whenever it shall be established by the proof in any prosecution under this chapter [s 7843–7846] that the defendant * * * is able and does not work, but hires out his minor children, or allows them to hire out, then, or in either of such events, a prima facie case

teacher employed in the public schools of the State of Alabama is hereby required, before receiving each month's salary, to make a report to the county superintendent of education, or to the superintendent or principal of an incorporated city or town in which he may be employed, showing the names and addresses of all pupils who have been truant or habitually absent from school during the previous month, and stating the reasons for such truancy or habitual absence, if known: *Provided*, That all such cases of said truancy shall be brought to the notice of the attendance officer by the county superintendent or by the superintendent or principal of the school in any incorporated city or town, as the case may be, and the same shall be investigated by said officer. [1915 No 470 s 10]

Enforcement: duties of county superintendent of education.—In order that the provisions of this act may be more definitely enforced, the county superintendent of education shall, not later than ten days before the compulsory attendance term, furnish to each principal teacher of a rural school, and to the superintendent or principal of the school or schools in any incorporated city or town, a list of all the children from eight to fifteen years of age, inclusive, who should attend the school or schools under the charge of the said principal teacher of a rural school, or of the superintendent or principal of a school or schools in any incorporated city or town, as the case may be, giving the name, date of birth, age, sex, race, and estimated distance from the schoolhouse by the nearest traveled road, the name and address of parents, guardian, or other person in parental relationship. [1915 No 470 s 13]

Enforcement: lists to be furnished teachers, etc.—The information required under section 13 shall be prepared by the county superintendent of education during the even numbered years, from the census booklets on file in his office, and in the odd numbered years, it shall be prepared by the county superintendent of education by correcting and supplementing the list prepared and furnished by him the preceding year; and to this end the district trustee or trustees of any rural school, and the secretary of the board of education in any incorporated city or town, shall furnish to the county superintendent of education on or before the fifteenth day of August of each odd numbered year, a list of all pupils who have removed from the bounds of the school or schools, as the case may be, and an additional list giving the name, date of birth, age, sex, race, and estimated distance from the school house by the nearest traveled road, and the name and address of the parent, guardian, or other person in parental relationship of those pupils who have moved within the bounds of the school or have become eight years of age since the last school census. [1915 No 470 s 14]

MINES

MINIMUM AGE

Application of act.—The term “mine” when used in this act, shall include any and all parts of any mine within the Territory, and any mining plant or equipment connected therewith underground or on the surface, which contributes, or may contribute, to the mining of ore, coal or other metalliferous or non-metalliferous mining product. [1913 C 72 s 8 as added by 1915 C 69]

Enforcement: duties and powers of Federal mine inspector.—The Federal mining inspector or inspectors shall have authority in the absence of the Territorial mining inspector,¹ to enforce the provisions of this act. In all such cases the Federal mining inspector shall report in detail to the Governor of the Territory of Alaska all cases wherein he has invoked the aid of the Territorial mine inspection act. [1913 C 72 s 9½ as added by 1915 C 69]

Employment of boys under 16 in underground mines prohibited.—Boys under the age of sixteen years shall not be employed underground in a mine. [1913 C 72 s 20 as added by 1915 C 69]

Copy of act to be kept open to inspection.—It shall be the duty of the superintendent of any mine, within the provisions of this act, to keep at all times, in the office of said mine, and in the timekeeper's office thereof, in an accessible place and subject to inspection by all workmen and persons interested in the same at least one printed copy of this act. * * * [1913 C 72 s 29 as added by 1915 C 69]

Penalty.—Any persons or corporations failing to comply with any of the provisions of this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be fined in any sum not less than fifty (\$50.00) dollars, nor more than one thousand (\$1000.00) dollars, or be imprisoned in the Federal jail for a period of not less than thirty (30) days, nor more than one (1) year, or punished by both such fine and imprisonment, at the discretion of the court. [1913 C 72 s 30 as added by 1915 C 69]

¹ This is the only provision implying that the Territorial mining inspector must enforce the minimum age provision contained in section 20 of this act. His duties as specifically defined by this chapter appear to relate only to safety. He has no jurisdiction over coal mines to be worked under lease from the United States Government.

allow any person to violate any provision of this section shall be guilty of a misdemeanor, and upon conviction shall be punished by a fine of not less than two hundred and fifty dollars nor more than five hundred dollars, or by imprisonment not less than three months nor more than six months. It shall be the duty of the jury in each trial for a violation of the provisions of this section in case of jury trial, to decide whether the punishment shall be by fine or imprisonment, or by both fine and imprisonment, and each day's violation shall be a separate offense. [R S 1913 Pen C pt 1 t 19 s 713]

NOTE.—[Section 714, title 19, part 1, of the Revised Statutes of 1913, Penal Code, provides that "the period of employment of working women and other persons who shall be employed in working in the laundry department in any laundry establishment, shall be eight hours in any day except when it is necessary to make repairs to prevent the interruption of the ordinary running of the machinery or when a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week, and in no case shall the hours of labor exceed forty-eight hours in a week." Section 716 prescribes a penalty "of not less than one hundred dollars nor more than three hundred dollars for each offense" for violation of this provision. These sections, however, are apparently covered, so far as women and boys under 16 are concerned, by title 14, chapter 2, of the Revised Statutes, Civil Code, and sections 717 to 720, title 19, part 1, of the Revised Statutes, Penal Code.]

MERCANTILE ESTABLISHMENTS, LAUNDRIES, HOTELS, ETC.

HOURS OF LABOR FOR GIRLS

Eight hours a day, 56 a week; time for meals required; exceptions.—No female shall be employed or be permitted to work in any mercantile establishment, confectionery store, bakery, laundry, hotel, restaurant, or telephone or telegraph office or exchange, in this State, more than eight hours during any one day or more than fifty-six hours during any one week: *Provided*, That at least one hour for meals be allowed each female during her working period, but no part of such hour for meals shall be included as a part of the permitted working period: *Provided further*, That the said eight-hour period of work shall be performed within a period of twelve hours, the period of twelve hours during which such labor must be performed not to be applicable to railroad restaurants or eating houses located upon railroad rights of way and operated by or under contract with any railroad company: *And provided further*, That in any such mercantile establishment, confectionery store, or bakery, where females are employed for six days only in any one week, two additional hours (making a total working period of ten hours) may be added to said permitted period of daily labor on one of said six working days, but in all cases the permitted period of daily labor must be performed within said period of twelve hours: *And provided further*, That the provisions of this section shall not apply to females employed in any such telephone or telegraph office or exchange in which not more than three females are employed, or to female nurses. [R S 1913 Pen C pt 1 t 19 s 717]

Enforcement: evidence of violation.—The employment of any female in any place or establishment defined in the preceding section, at any time other than those of the posted hours of labor, as herein provided for, shall be prima facie evidence of a violation of this act * * * [s 717-720]. [R S 1913 Pen C pt 1 t 19 s 718]

Hours to be posted.—Every employer shall post in a conspicuous place in every room where such females are employed, a printed notice stating the hours of commencing and stopping such work, the time allowed for dinner or other meals, and the maximum number of hours any female employee is permitted to work in any one day. [R S 1913 Pen C pt 1 t 19 s 719]

Penalty.—Any person violating any provision of this act * * * [s 717-720] is guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than twenty-five dollars or by imprisonment for a period of not less than thirty days, or by both such fine and imprisonment. [R S 1913 Pen C pt 1 t 19 s 720]

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ALL OCCUPATIONS

CONTRACTS OF MINORS

Contracts binding if approved by parents or guardians; not longer than one year.—The contract of a minor, when approved by the parent having control of such minor, or, in case there be no parent, when approved by his guardian, or the contract of any minor over fifteen years of age having neither parent or guardian shall be binding: *Provided*, A contract with such minor shall not be for a longer period than one year. [Kirby's Digest 1904 section 5023]

COAL MINES

MINIMUM AGE

Employment of boys under 14, or under 16 if illiterate, and of girls of any age, prohibited.—No person under the age of fourteen years, or female of any age, shall be permitted to enter any [coal] mine to work therein; nor shall any boy under the age of sixteen years, unless he can read and write, be allowed to work in any mine * * *. [K D 1904 s 5343]

NOTE.—[The provisions of the above section, in so far as they refer to children under 16, are apparently superseded by section 4 of act No. 1, proposed by initiative petition, and passed by referendum vote Sept. 14, 1914.]

Enforcement: duties of State mine inspector.—It shall be the duty of said inspector to visit and inspect personally all coal mines in this State, where there are ten or more persons employed to work underground at said mine, at least once every ninety days, and at all other times when required by his duties, and shall see that precaution is taken to insure health and safety of the workmen employed in any of the mines, and that the provisions and requirements of this act [s 5337–5354] be observed and the law enforced * * *. Said inspector shall not obstruct or hinder the necessary working of any mine, when examining and inspecting the same, unless necessary to make a thorough inspection. [K D 1904 s 5347 as amended by 1905 Act 225 s 3]

River, Lonoke, Woodruff, Boone, Bradley, Calhoun, Desha, Lafayette, Lincoln, Marion, Monroe, Phillips, Ashley, Dallas, Columbia, Montgomery, Chicot, Hot Spring, Saline, St. Francis, Benton, Lee, Ouachita, Pope, Union, Crittenden, Pulaski, Prairie, Hempstead, Howard. [1911 A 231 s 7]

MANUFACTURING, MECHANICAL, MERCANTILE, AND OTHER ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use permitted.—In every manufacturing, mechanical, mercantile and other establishment in this State wherein girls or women are employed, there shall be provided and conveniently located seats sufficient to comfortably seat such girls or women, and during such times as such girls or women are not necessarily required by their duties to be upon their feet, they shall be allowed to occupy the seats provided. [1913 A 235 s 1]

Penalty.—Any person or corporation violating the provisions of this act shall be punished by a fine of not less than ten dollars nor more than fifty dollars, and each day any such manufacturing, mechanical, mercantile and other establishment shall fail to provide the seats required by this act shall constitute a separate offense. [1913 A 235 s 2]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Commissioner of labor and statistics to notify county or district attorney of violation of law.—If the commissioner of labor [and] statistics shall learn of any violation of the law with respect to the employment of children, or fire escapes, or the safety of employees, or the preservation of health, or in any other way affecting the employees, he shall at once give written notice of the facts to the county or district attorney of the county in which the law has been violated, or of some other county, if any there be, having jurisdiction of the offense, and the county or district attorney to whom such notice has been given shall immediately institute the proper proceedings against the guilty persons. [1913 A 322 s 12]

ANY GAINFUL OCCUPATION

MINIMUM AGE

Employment under 14 prohibited; exceptions.—No child under the age of fourteen shall be employed or permitted to work in any remunerative occupation in this State, except that during school vacation children under fourteen years may be employed by their parents or guardians in occupations owned or controlled by them. [1914 A 1 s 1]¹

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS, ETC.

MINIMUM AGE AND EDUCATIONAL REQUIREMENTS

Certain occupations prohibited under 16; saloons, theaters, etc.; educational requirements for employment in any occupation under 16.—No child under sixteen years shall be employed or permitted to work in any occupation dangerous to the life and limb, or injurious to the health and morals of such child; or in any saloon, resort or bar where intoxicating liquors of any kind are sold or dispensed; nor shall any child under the age of sixteen be employed upon the stage of any theater or concert hall or in connection with any theatrical performance or other exhibition or show, nor shall any such child be employed who has not passed four yearly grades in the public school or equivalent thereof. [1914 A 1 s 2]

¹Act proposed by initiative petition and passed by referendum vote Sept. 14, 1914.

ally examined the child who shall sign the certificate in the presence of the officer issuing the same. Each certificate shall show the date of its issuance, the name, sex, date and place of birth and the place of residence of the child, and shall contain a statement of the proof of age accepted and shall certify that the child named in such certificate has appeared before the officer issuing the same. [1914 A 1 s 8]

Authorities issuing certificates; exceptions.—No member of the school board or other person shall have authority to issue employment certificates to any child then in or about to enter such person's own employment or the employment of a firm or corporation of which he is a member, officer or employee. [1914 A 1 s 9]

Age and school record blanks.—Upon the enactment of this law it shall become the duty of the State superintendent of public instruction to provide suitable blanks to be furnished to the superintendent of schools of each district within the State, on which may be recorded conclusive evidence as to the age and educational standing of every child applying for an employment certificate. [1914 A 1 s 10]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of commissioner of labor and statistics, factory and mine inspectors, truant officers, etc.; revocation of certificate.—The commissioner of labor and statistics, inspectors of factories or mines, probation officers, agents of the humane society, truant officers, and other authorized inspectors, may within their respective districts or jurisdiction, visit and inspect at any time any place where children are employed, and shall ascertain whether any minors are employed therein contrary to the provisions of this act; and they shall report to the school authorities any cases of children under sixteen years of age discharged for illegal employment; and truant officers shall also report the same to the commissioner of labor and statistics. It shall be the duty of the commissioner of labor and statistics, factory inspectors, mine inspectors, agents of the humane society, probation officers, truant officers, and other authorized inspectors charged with the enforcement of this act, to make complaints against any person violating any of the provisions of this act, and to prosecute the same in a court of competent jurisdiction. And the commissioner of labor and statistics may revoke any employment certificate issued in violation of this act. This act shall not be construed as a limitation upon the right of other persons to make and prosecute such complaints. [1914 A 1 s 11]

APPLICATION OF ACT

Act not to interfere with industrial education in schools.—Nothing in this act shall prevent children of any age from receiving industrial education furnished by the United States, this State, or any city or town in the State and duly approved by the State board of education or by any other duly constituted public authority. [1914 A 1 s 12]

PENALTY

Violation of act.—Any person, firm or corporation employing a child in violation of this act; or any person authorized to sign any certificate, affidavit or paper called for by this act; or any employer, parent, guardian or custodian of any child, who employs, permits or suffers such child to be employed in violation of this act, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined not less than five dollars nor more than one hundred dollars. All fines collected for violations of this act shall be paid into the building fund of the school district in which the offense is committed. [1914 A 1 s 13]

NOTE.—[The above act is quoted as Initiative Act No. 1, on pages 1505 to 1511 of the Acts of 1915.]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS.

Nine hours a day, 54 a week, 6 days a week; application of act.—No females shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, or by any express or transportation company in this State for more than nine hours in any one day, or more than six days, or more than 54 hours in any one week: *Pro-*

telephone establishments: *Provided*, Said rules and regulations shall not permit female workers to be employed in excess of nine hours in any one day, nor at a lower rate of wages than will supply said female employees the cost of proper living, and safeguard their health and welfare. The rate of wages established by the commission shall not be greater than the rate of wages specified in section 7. [1915 A 191 s 11]

REGULATED OCCUPATIONS

PENALTIES

Violation of act.—Any person, or persons, company, or corporation, who violates the provisions of this act, or does not comply with the provisions of this act, shall, upon conviction in any court of competent jurisdiction, be punished by a fine of not less than \$25 nor more than \$100, and each day of noncompliance shall constitute a separate offense. [1915 A 191 s 12]

APPLICATION OF ACT.

Constitutionality of act; act not to apply to certain establishments.—Should any section, or sections of this act be held invalid by the courts, it shall not thereby be understood as affecting and shall not affect the other provisions of this act: *Provided*, That no part of this bill shall apply to any firm, corporation, or establishment of any character, where three or less females are employed and working at the same time: *Provided*, The provisions of this act shall not apply to the cotton factories, or in the preservation of fruits and perishable farm products, or gathering the same in Arkansas: *Provided*, This act shall not apply to establishments, working three or less employees in the same building at the same time doing the same class of work. [1915 A 191 s 13]

CALIFORNIA

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ALL OCCUPATIONS

MINIMUM WAGE, HOURS AND CONDITIONS OF LABOR

Legislature may provide minimum wage, etc., for minors and women.—The legislature may, by appropriate legislation, provide for the establishment of a minimum wage for women and minors and may provide for the comfort, health, safety and general welfare of any and all employees. No provision of this constitution shall be construed as a limitation upon the authority of the legislature to confer upon any commission now or hereafter created, such power and authority as the legislature may deem requisite to carry out the provisions of this section. [Constitution article 20 section 17½]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

TOILETS AND SEATS FOR GIRLS

Separate toilets for the sexes.—Every factory, workshop, mercantile or other establishment, in which five or more persons are employed, shall be kept in a cleanly state and free from the effluvia arising from any drain, privy, or other nuisance, and shall be provided, within reasonable access, with a sufficient number of water-closets or privies for the use of the persons employed therein. Whenever the persons employed as

1915 C 625]; or that no public school is located within two miles, by the nearest traveled road, of the residence of the child; or that the child has completed the prescribed grammar school course; then it shall be the duty of such board of education or board of trustees, upon application of the parent, or guardian, or other person having control or charge of such child, to excuse such child from attendance at school, during the continuance of such defect or condition upon which such excuse is granted: *And provided further*, That circumstances rendering attendance impracticable or dangerous to health, owing to unusual storm or other sufficient cause, shall work an exemption from the penalties of this act. * * * [D G L 1909 A 3574 s 1 as amended by 1911 C 482]

NOTE.—[The act amending the child labor law, approved June 5, 1915 and in effect August 8, 1915, prohibits the employment of children from 12 to 14 except on school holidays and during vacation, and permits employment of children from 14 to 15 outside school hours and at any time upon completion of prescribed grammar-school course or on account of poverty. This act also requires age and school certificates for children from 15 to 16 for employment during school hours.]

Penalty.—Any parent, guardian, or other person having control or charge of any such child, who shall fail to comply with the provisions of this act, shall, unless excused or exempted therefrom as hereinbefore provided, be deemed guilty of a misdemeanor, and upon conviction, shall be liable for the first offense, to a fine of not more than ten dollars or to imprisonment for not more than five days, and for each subsequent offense he shall be liable to a fine of not less than ten nor more than fifty dollars, or to imprisonment for not less than five days nor more than twenty-five days, or to both such fine and imprisonment. [D G L 1909 A 3574 s 2]

Enforcement: duties of boards of education, attendance officers, etc.—The board of education of any city or city and county, or the board of trustees of any school district, shall, on the complaint of any person, make full and impartial investigation of all charges against parents or guardians or other persons having control or charge of any such child, for violation of any of the provisions of this act. If it shall appear upon such investigation that any such parent or guardian or other person has violated any of the provisions of this act, it is hereby made the duty of the secretary of such board of education, except as hereinafter provided, or the clerk of such board of trustees, to make and file in the proper court a criminal complaint against such parent, guardian or other person, charging such violation, and to see that such charge is prosecuted by the proper authorities: *Provided*, That in cities, and in cities and counties, and in school districts having an attendance officer or officers, such officer or officers shall, under the direction of the board of education, or the city superintendent of schools, or the board of trustees, make and file such complaint, and see that such charge is prosecuted by the proper authorities. [D G L 1909 A 3574 s 3]

Enforcement: appointment of attendance officers.—The board of education of any city, or city and county, may appoint and remove at pleasure an attendance officer, and assistant attendance officers of such city, or city and county, or the board of school trustees of any school district having an average daily attendance of at least three hundred children, according to the official school record of the preceding school year, may appoint and remove at pleasure one attendance officer, and assistant attendance officers, and shall fix his or their compensation payable from the county or special school fund of such city, or city and county, or school district, and shall prescribe their duties, not inconsistent with law, and make rules and regulations for the performance thereof: *Provided*, That not more than one attendance officer or assistant attendance officer shall be appointed for each seven thousand five hundred average daily attendance, according to the official school record of the preceding school term, or additional fraction thereof, greater than three thousand five hundred, in any city, or city and county, or school district in which such attendance officer and assistant attendance officers are appointed to serve. The authority appointing such attendance officer and assistant attendance officers in such city, city and county, or school district may also appoint and remove at pleasure one or more deputy attendance officers, to serve without compensation. The board of supervisors of any county, unless provision be made otherwise by statute for paid attendance officers, upon the petition of a majority of the boards of trustees of the school districts of the county which are not provided with paid school attendance officers, shall, upon the nomination of the county superintendent of schools, appoint and remove at pleasure an attendance officer and assistant attendance officers, and shall fix his or their compensation payable from the general fund of the county, and shall, upon the recommendation of the county superintendent of schools, prescribe their duties not inconsistent with law, and make rules and regulations for the performance thereof: *Provided*, That not more than one attendance officer shall be appointed for each seven thousand five hundred average daily attendance in the portion of the

county in which such officers shall be appointed to serve, according to the official school record of the preceding school term, or additional fraction thereof, greater than three thousand five hundred; such officers shall serve in such portions of the county as are not otherwise provided with paid attendance officers. The board of supervisors, upon the recommendation of the county superintendent of schools, may, in its discretion, appoint and remove at pleasure one or more persons to act as deputy attendance officer or officers, to serve without compensation. The actual, necessary, incidental traveling expenses of such attendance officer, and assistant attendance officers, and deputy attendance officers of such county, incurred in the performance of their duties under the direction of the county superintendent of schools, when sworn to and when approved by such superintendent, may be ordered paid by such board of supervisors, out of the general fund of the county. [D G L 1909 A 3574 s 4 as amended by 1915 C 461]

ALL OCCUPATIONS

HOURS OF LABOR

One day of rest in seven; exception.—Every person employed in any occupation of labor shall be entitled to one day's rest therefrom in seven; and it shall be unlawful for any employer of labor to cause his employees, or any of them, to work more than six days in seven: *Provided however*, That the provisions of this section shall not apply to any case of emergency. [D G L 1909 A 3952 s 1]

Definition.—For the purposes of this act, the term day's rest shall mean and apply to all cases, whether the employee is engaged by the day, week, month, or year, and whether the work performed is done in the day or night time. [D G L 1909 A 3952 s 2]

Penalty.—Any person violating the provisions of this act shall be deemed guilty of a misdemeanor. [D G L 1909 A 3952 s 3]

PENALTY

Misdemeanor.—Except in cases where a different punishment is prescribed by this Code, every offense declared to be a misdemeanor is punishable by imprisonment in a county jail not exceeding six months or by a fine not exceeding five hundred dollars, or by both. [Deering's Penal Code 1909 section 19]

WAGES

Minors entitled to wages unless claimed by parent.—The wages of a minor employed in service may be paid to him, until the parent or guardian entitled thereto gives the employer notice that he claims such wages. [Deering's Civil Code 1909 section 212]

SAWMILLS, LOGGING CAMPS, ETC.

HOURS OF LABOR

One hour for midday meal required.—Every person, corporation, copartnership, or company operating a sawmill, shake mill, shingle mill, or logging camp, in the State of California, shall allow to his or its employees, workmen, and laborers a period of not less than one hour at noon for the midday meal. [D Civ C 1909 Appendix p 827 s 1]

Penalty.—Any person, corporation, copartnership, or company, his or its agents, servants, or managers, violating any of the provisions of this act shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not more than two hundred dollars nor less than one hundred dollars for each violation of the provisions of this act. [D Civ C 1909 App p 827 s 2]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 16 in singing, dancing, rope walking, acrobatic performances, etc., prohibited; penalty for parent, employer, etc.; exceptions.—Any person, whether as parent, relative, guardian, employer, or otherwise, having the care, custody,

or control of any child under the age of sixteen years, who exhibits, uses, or employs, or in any manner, or under any pretense, sells, apprentices, gives away, lets out, or disposes of any such child to any person, under any name, title, or pretense, for or in any business, exhibition, or vocation, injurious to the health or dangerous to the life or limb of such child, or in or for the vocation, occupation, service, or purpose of singing, playing on musical instruments, rope or wire walking, dancing, begging, or peddling, or as a gymnast, acrobat, contortionist, or rider, in any place whatsoever, or for or in any obscene, indecent or immoral purposes, exhibition, or practice whatsoever, or for or in any mendicant or wandering business whatsoever, or who causes, procures, or encourages such child to engage therein, is guilty of a misdemeanor, and punishable by a fine of not less than fifty nor more than two hundred and fifty dollars, or by imprisonment in the county jail for a term not exceeding six months, or by both such fine and imprisonment. Nothing in this section contained applies to or affects the employment or use of any such child, as a singer or musician in any church, school, or academy, or the teaching or learning of the science or practice of music; or the employment of any child as a musician at any concert or other musical entertainment, on the written consent of the mayor of the city or president of the board of trustees of the city or town where such concert or entertainment takes place. [D Pen C 1909 s 272]

Court decision.—This section was held constitutional.—Ex parte Weber, 149 Cal. 392, 86 Pac. 809 (1906).

Opinion.—The provisions of Deering's General Laws, 1909, Act 3574, section 1, as amended by chapter 482 of the Acts of 1911, and the provisions under a former section—Deering's General Laws, 1909, Act 1611, as amended by section 3, chapter 214 of the Acts of 1913—do not apply to a nonresident child temporarily within the State, and such child is entitled to engage in any employment with a theatrical company which is not expressly prohibited by the terms of the above section.—Attorney General (1912).

Employment under 16 in singing, dancing, rope walking, acrobatic performances, etc., prohibited; penalty for employer, etc.—Every person who takes, receives, hires, employs, uses, exhibits, or has in custody, any child under the age, and for any of the purposes mentioned in the preceding section, is guilty of a like offense, and punishable by a like punishment as therein provided. [D Pen C 1909 s 273]

MESSENGERS

MINIMUM AGE

Sending minors to immoral places prohibited; misdemeanor for company or person.—Every telephone, special-delivery company or association, and every other corporation or person engaged in the delivery of packages, letters, notes, messages, or other matter, and every manager, superintendent, or other agent of such person, corporation, or association, who sends any minor in the employ or under the control of any such person, corporation, association, or agent, to the keeper of any house of prostitution, variety theater, or other place of questionable repute, or to any person connected with, or any inmate of, such house, theater, or other place, or who permits such minor to enter such house, theater, or other place, is guilty of a misdemeanor.¹ [D Pen C 1909 s 273e]

Sending minors under 18 to saloons, immoral places, etc., prohibited; misdemeanor for parent, employer, etc.—Any person, whether as parent, guardian, employer, or otherwise, and any firm or corporation, who as employer or otherwise, shall send, direct, or cause to be sent or directed to any saloon,¹ gambling house, house of prostitution, or other immoral place, any minor under the age of eighteen, is guilty of a misdemeanor.² [D Pen C 1909 s 273f]

ALL OCCUPATIONS

HOURS OF LABOR

Eight hours a day for minor wards and apprentices; exceptions.—Every person having a minor child under his control, either as a ward or an apprentice, who, except in vinicultural or horticultural pursuits, or in domestic or household occupations, requires such child to labor more than eight hours in any one day, is guilty of a misdemeanor.¹ [D Pen C 1909 s 651]

¹ Proprietor of saloon, etc., is prohibited by D Pen C 1900 s 397b from permitting minor under 18 to visit such place, but section does not apply to parents of such children or to guardians of their wards.

² For penalty for misdemeanor see page 13. (Deering's Penal Code, 1909, section 19).

STREET RAILWAYS

HOURS OF LABOR

Twelve hours a day's work for certain employees; pay for overtime.—Twelve hours' labor constitutes a day's work on the part of drivers, and conductors, and gripmen of street cars for the carriage of passengers. Any contract for a greater number of hours' labor in one day shall be and is void, at the option of the employee, without regard to the terms of employment, whether the same be by the hour, day, week, month, or any other period of time, or by or according to the trip or trips that the car may, might, or can make between the termini of the route, or any less distance thereof. Any and every person laboring over twelve hours in one day as driver, or conductor, or gripman, on any street railroad, shall receive from his employer thirty cents for each hour's labor over twelve hours in each day. [Deering's Political Code 1909 section 3246]

Suits to recover wages including pay for overtime.—In actions to recover the value or price of labor under section three thousand two hundred and forty-six [3246] of this Code, the plaintiff may include in one action his claim for the number of days, and the number of hours' work over twelve hours in each day, performed by him for the defendant, and the court shall exclude all evidence of agreement to labor over twelve hours in one day for a less price than thirty cents, and the court shall exclude any receipt of payment for hours of labor over twelve hours in one day, unless it be established that at least thirty cents for each hour of labor over twelve hours in one day has been actually paid, and a partial payment shall not be deemed or considered a payment in full. [D Pol C 1909 s 3247]

Application of section 3247.—The provisions of sections three thousand two hundred and forty-seven [3247] * * * of this Code are applicable to every contract to labor made by the persons named in section three thousand two hundred and forty-six [3246]. [D Pol C 1909 s 3249]

Penalty.—No person shall be employed as conductor, or driver, or gripman, on any street railroad, for more than twelve hours in one day, except as in this act provided, and any corporation, or company, or owner, or agent, or superintendent, who knowingly employs any person in such capacity for more than twelve hours in one day, in violation of the terms of this act, shall forfeit the sum of fifty dollars as a penalty for such offense, to the use of the person prosecuting any action therefor, and any number of forfeits may be prosecuted in one action. [D Pol C 1909 s 3250]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR AND SEATS FOR GIRLS

Eight hours a day, 48 a week; harvesting, canning, etc., fruit or vegetables excepted; other exceptions.—No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel, public lodging house, apartment house, hospital, place of amusement, or restaurant, or telegraph or telephone establishment or office, or by any express or transportation company in this State more than eight hours during any one day or more than forty-eight hours in one week. The hours of work may be so arranged as to permit the employment of females at any time so that they shall not work more than eight hours during the twenty-four hours of one day, or forty-eight hours during any one week: *Provided however*, That the provisions of this section in relation to hours of employment shall not apply to nor affect the harvesting, curing, canning or drying of any variety of perishable fruit or vegetable, nor to graduate nurses in hospitals. [1911 C 258 as amended by 1913 C 352 s 1]

Court decisions.—This section was held constitutional; exemption of canning industries, etc., held not discriminating.—*Miller v. Wilson*, 162 Cal. 687; 236 U. S. 373 (1915). Forbidding women student nurses in a hospital school to work for longer than certain hours under this section, was held constitutional.—*Bosley v. McLaughlin*, 236 U. S. 345 (1915).

Opinions.—The statute does not apply to stenographers and clerks working in offices, except such as are working in telegraph or telephone offices, express or transportation companies, or in manufacturing, mechanical, or mercantile establishments, laundries, hotels, or restaurants.—Attorney General (1912).

Labelers, tally clerks, and packers in canning establishments, have nothing to do with the handling of the perishable fruits and vegetables, before they have become preserved by the various measures used in curing, canning or drying thereof. These employees come within the purview of the act, but not within the purview of the exception. Women employed in handling of perishable goods, other than perishable fruits or vegetables, are within the purview of the act, but not within the purview of the exception.—Attorney General (1911).

The fact that a woman is a stockholder or director of a corporation does not relieve the corporation from the provisions of this section. If she is employed by the corporation and paid a salary or wages by it, the corporation then comes within the provisions of the statute, and all of its restrictions become applicable to such employment.—Attorney General (1912).

Seats to be provided and their use permitted.—Every employer in any manufacturing, mechanical or mercantile establishment, laundry, hotel, or restaurant, or other establishment employing any female, shall provide suitable seats for all female employees, and shall permit them to use such seats when they are not engaged in the active duties of their employment. [1911 C 258 as amended by 1913 C 352 s 2]

Enforcement: powers of commissioner of labor statistics.—The bureau of labor statistics shall enforce the provisions of this act. The commissioner, his deputies and agents, shall have all powers and authority of sheriffs or other peace officers, to make arrests for violations of the provisions of this act, and to serve all processes and notices thereunder throughout the State. [1911 C 258 as amended by 1913 C 352 s 3]

Penalty.—Any employer who shall permit or require any female to work in any of the places mentioned in section one more than the number of hours provided for in this act during any day of twenty-four hours, or who shall fail, neglect, or refuse to so arrange the work of females in his employ so [sic] that they shall not work more than the number of hours provided for in this act during any day of twenty-four hours, or who shall fail, neglect, or refuse to provide suitable seats as provided in section two of this act, or who shall permit or suffer any overseer, superintendent, foreman, or other agent of any such employer to violate any of the provisions of this act, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished for a first offense, by a fine of not less than twenty-five dollars nor more than fifty dollars; for a second offense, by a fine of not less than one hundred dollars nor more than two hundred and fifty dollars; or by imprisonment for not more than sixty days, or by both such fine and imprisonment. * * * [1911 C 258 as amended by 1913 C 352 s 4]

RAILROADS¹

HOURS OF LABOR

Period of rest after 16 hours' work for certain employees; 9 or 13 hours a day for certain telegraph and telephone operators; application of act; exceptions.—It shall hereafter be unlawful for any corporation or receiver operating any line of steam, electric railroad, or other railway, in whole or in part, in this State, or any officer, agent or representative of such corporation to require or knowingly permit any conductor, motorman, engineer, fireman, brakeman, train dispatcher, or telegraph operator to be or remain on duty for a longer period than sixteen consecutive hours. And whenever any such employee of such common carrier shall have been continuously on duty for sixteen hours he shall be relieved and not required or permitted again to go on duty until he has had at least ten consecutive hours off duty; and no such employee who has been on duty sixteen hours in the aggregate in any twenty-four-hour period shall be required or permitted to continue or again go on duty without having had at least eight consecutive hours off duty: *Provided*, That no operator, train dispatcher, or other employee who by the use of the telegraph or telephone dispatches, reports, transmits, receives or delivers orders pertaining to or affecting train movements shall be required or permitted to be or remain on duty for a longer period than nine hours in any twenty-four hours, in all towers, offices, places, and stations continuously operated night and day, nor for a longer period than thirteen hours in all towers, offices, places and stations operated only during the daytime, except in case of emergency; when the employees named in this proviso may be permitted to be and remain on duty for four additional hours in a twenty-four hour period or [on] not exceeding three days in any week: *Provided*, That the provisions of this act shall not apply in any case of casualty or unavoidable accident, or the act of God; nor where the delay was the result of a cause not known to the carrier or its officer or agent in charge of such employee at the time said employee left a terminal, and which could not have been foreseen: *And provided further*, That the provisions of this act shall not apply to the crews of wrecking or relief trains. [1911 C 484 s 1 as amended by 1913 C 226]

Penalty for railroad company.—Any corporation or receiver operating a line of railroad in whole or in part within this State, who shall violate any of the provisions of this act shall be liable to the State of California in a penalty of not less than two hundred dollars nor more than one thousand dollars for each offense, and such penalties shall be recovered and suit therefor shall be brought in the name of the State of California in any court having jurisdiction of the amount in any county into or through which said railroad may pass. Such suit or suits may be brought either by the attorney general of the State or under his direction by the district attorney of any county or

¹ See court decision on page 7 (New York).

city and county in the State of California into or through which said railroad may pass. [1911 C 484 s 3]

Penalty for railroad officials.—Any officer, agent or representative of any corporation or receiver operating any line of railroad in whole or in part within this State, who shall violate any of the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction therefor shall be punished by a fine of not less than one hundred dollars nor more than five hundred dollars for each offense, or by confinement in the county jail for not less than ten nor more than sixty days, or by both fine and imprisonment, and such person so offending may be prosecuted under this section, either in the county where such person may be at the time of commission of the offense, or in any county where such employee has been permitted or required to work in violation of this act. [1911 C 484 s 4]

NOTE.—[Sections 2 and 5 of chapter 484 of the Acts of 1911 have been omitted as they are apparently covered by section 1 of the same chapter amended by chapter 226 of the Acts of 1913.] [1911 C 484 s 2, 5]

SELLING GOODS OR ENGAGING IN BUSINESS

HOURS OF LABOR

Night work prohibited under 18.—It shall be unlawful for any minor under the age of eighteen years to vend and sell goods, engage in, or conduct any business between the hours of ten o'clock in the evening and five o'clock in the morning. [1911 C 688 s 1]

Penalty.—Any person violating any of the provisions of this act shall be guilty of a misdemeanor and shall, upon conviction thereof, be punished by a fine of not more than twenty dollars, or by imprisonment for not more than ten days, or by both such fine and imprisonment for each offense. [1911 C 688 s 2]

MINES AND SMELTERS

HOURS OF LABOR

Eight hours a day; exceptions.—The period of employment for all persons who are employed or engaged in work in underground mines in search of minerals, whether base or precious, or who are engaged in such underground mines for other purposes, or who are employed or engaged in any other underground workings whether for the purpose of tunneling, making excavations or to accomplish any other purpose or design, or who are employed in smelters and other institutions for the reduction or refining of ores or metals, shall not exceed eight hours within any twenty-four hours, and the hours of employment in such employment or work day shall be consecutive, excluding, however, any intermission of time for lunch or meals: *Provided*, That, in case of emergency where life or property is in imminent danger, the period may be a longer time during the continuance of the exigency or emergency. [1913 C 186 s 1]

Penalty.—Any person who shall violate any provision of this act, and any person who as foreman, manager, director or officer of a corporation, or as the employer or superior officer of any person, shall command, persuade or allow any person to violate any provision of this act, shall be guilty of a misdemeanor and upon conviction shall be punished by a fine of not less than fifty dollars (\$50.00) nor more than three hundred dollars (\$300.00), or by imprisonment of not more than three months. And the court shall have discretion to impose both fine and imprisonment as herein provided. [1913 C 186 s 2]

Court decision.—A former act on the above subject was held constitutional: the provision that the hours of labor shall be consecutive was held to be a matter of legislative policy, not reviewable by the courts.—*Ex parte Martin*, 106 Pac. 235 (1909).

IMMORAL AND ILLEGAL OCCUPATIONS

MINIMUM AGE AND ENFORCEMENT

Employment agencies forbidden to send boys under 21 or girls of any age to immoral places, or minors under 18 to saloons, etc., or to accept applications of children.—No licensed person conducting an employment agency shall send or cause to be sent any woman or minor under the age of twenty-one years as an employee to any house of ill fame or to any house or place of amusement for immoral purposes or to places resorted to for the purpose of prostitution, or gambling houses, the character of which such licensed person could have ascertained upon reasonable inquiry. No licensed person

shall send any child under the age of sixteen years to any saloon or place where intoxicating liquors are sold or consumed. No licensed person shall knowingly permit any person under the age of sixteen years to enter any saloon, bar, or place where intoxicating liquors are sold or consumed. No licensed person shall accept any money or other consideration for the violation of any child or shall place or assist in placing any child in any such place or in violation of the child labor law. * * * [1913 C 551]

Penalty.—Any person who is an agent or representative violating the provisions of this act shall be guilty of a misdemeanor and shall be punished by a fine of not less than fifty dollars or by imprisonment for a period of not less than thirty days or by both fine and imprisonment. [1913 C 282 s 18]

Power of arrest.—The attorney general, his deputies and agents shall have the power and authority to cause and other peace officers to make arrests and cause the process of this act to be served any process or notice throughout the State. [1913 C 282 s 19]

IMMIGRANTS

ENFORCEMENT OF COMPULSORY SCHOOL ATTENDANCE AND CHILD LABOR LAWS

Compulsory school attendance.—The commission [of immigration and housing] * * * shall prepare in conformity with the request of the Federal authorities, complete lists giving the names, ages and locations within the State of all immigrant children of school age, and shall take such steps as will tend to identify them, and shall forthwith deliver copies of such lists to the superintendent of public instruction or the several boards of education and school boards in the respective localities within the State to which said children shall be destined, to aid in the enforcement of the provisions of the education law relative to the compulsory attendance at school of children of school age. * * * [1913 C 318 s 1]

Child labor laws, etc.—With the further object in view of bringing to the immigrant the best protection the State can afford, it shall be the duty of the commission to call to the attention of the proper authorities any violations it may discover of * * * the child labor laws, the employment of women, factory inspection laws, weekly day of rest laws. * * * [1913 C 318 s 8]

Powers of commission of immigration and housing.—The commission shall have the right to demand of all officials, State, county and municipal, and it shall be the duty of said officials to supply, such information and references to records as will enable the commission to carry into effect the provisions and intent of this act; and shall have the right to enter upon private property to make investigation for the purposes of carrying out the provisions of this act. For the purpose of carrying out fully the intent and spirit of this act, the said commission shall have full power and authority to gather any and all such evidence as it may deem proper and necessary in order to present the same to the proper authorities for the purpose of instituting prosecutions against any and all persons, firms or corporations found violating any of the laws of any municipality, county or of the State or of the Federal Government, concerning any of the matters in this act referred to. [1913 C 318 s 9]

ALL OCCUPATIONS

MINIMUM WAGE, HOURS AND CONDITIONS OF LABOR

Industrial welfare commission established; organization.—There is hereby established a commission to be known as the industrial welfare commission, hereinafter called the commission. Said commission shall be composed of five persons, at least one of whom shall be a woman, and all of whom shall be appointed by the governor as follows: Two for the term of one year, one for the term of two years, one for the term of three years, and one for the term of four years: *Provided however,* That at the expiration of their respective terms, their successors shall be appointed to serve a full term of four years. Any vacancies shall be similarly filled for the unexpired portion of the term in which the vacancy shall occur. Three members of the commission shall constitute a quorum. A vacancy on the commission shall not impair the right of the remaining members to perform all the duties and exercise all the powers and authority of the commission. [1913 C 324 s 1]

Compensation; secretary and other assistants; expenses.—The members of said commission shall draw no salaries but all of said members shall be allowed ten dollars per diem while engaged in the performance of their official duties. The commission may employ a secretary, and such expert, clerical and other assistants as may be necessary to carry out the purposes of this act, and shall fix the compensation of such employees, and may, also, to carry out such purposes, incur reasonable and necessary office and other expenses, including the necessary traveling expenses of the members of the commission, of its secretary, of its experts, and of its clerks and other assistants and employees. All employees of the commission shall hold office at the pleasure of the commission. [1913 C 324 s 2]

Commission to investigate wages, conditions of labor, and welfare of women and minors; duties of employers; minor defined as child under 18.—(a) It shall be the duty of the commission to ascertain the wages paid, the hours and conditions of labor and employment in the various occupations, trades, and industries in which women and minors are employed in the State of California, and to make investigations into the comfort, health, safety and welfare of such women and minors.

(b) It shall be the duty of every person, firm or corporation employing labor in this State:

1. To furnish to the commission, at its request, any and all reports or information which the commission may require to carry out the purposes of this act, such reports and information to be verified by the oath of the person, or a member of the firm, or the president, secretary, or manager of the corporation furnishing the same, if and when so requested by the commission or any member thereof.

2. To allow any member of the commission, or its secretary, or any of its duly authorized experts or employees, free access to the place of business or employment of such person, firm, or corporation, for the purpose of making any investigation authorized by this act, or to make inspection of, or excerpts from, all books, reports, contracts, pay rolls, documents, or papers, of such person, firm or corporation relating to the employment of labor and payment therefor by such person, firm or corporation.

3. To keep a register of the names, ages, and residence addresses of all women and minors employed.

(c) For the purposes of this act, a minor is defined to be a person of either sex under the age of eighteen years. [1913 C 324 s 3]

Public hearings; power to subpoena witnesses, compel testimony, and make independent rules of testimony.—The commission may specify times to hold public hearings, at which times, employers, employees, or other interested persons, may appear and give testimony as to the matter under consideration. The commission or any member thereof shall have power to subpoena witnesses and to administer oaths. All witnesses subpoenaed by the commission shall be paid the fees and mileage fixed by law in civil cases. In case of failure on the part of any person to comply with any order of the commission or any member thereof, or any subpoena, or upon the refusal of any witness to testify to any matter regarding which he may lawfully be interrogated before any wage board or the commission, it shall be the duty of the superior court or the judge thereof, on the application of a member of the commission, to compel obedience in the same manner, by contempt proceedings or otherwise, that such obedience would be compelled in a proceeding pending before said court. The commission shall have power to make and enforce reasonable and proper rules of practice and procedure and shall not be bound by the technical rules of evidence. [1913 C 324 s 4]

Method of establishing wage board; report of board on estimated minimum wage, standard hours and conditions of labor.—If, after investigation, the commission is of the opinion that, in any occupation, trade, or industry, the wages paid to women and minors are inadequate to supply the cost of proper living, or the hours or conditions of labor are prejudicial to the health, morals or welfare of the workers, the commission may call a conference, hereinafter called "wage board," composed of an equal number of representatives of employers and employees in the occupation, trade, or industry in question, and a representative of the commission to be designated by it, who shall act as the chairman of the wage board. The members of such wage board shall be allowed five dollars per diem and necessary traveling expenses while engaged in such conferences. The commission shall make rules and regulations governing the number and selection of the members and the mode of procedure of such wage board, and shall exercise exclusive jurisdiction over all questions arising as to the validity of the procedure and of the recommendations of such wage board. The proceedings and deliberations of such wage board shall be made a matter of record for the use of the commission, and shall be admissible as evidence in any proceedings before the

the commission may determine at a wage less than such legal minimum wage; and the commission shall fix a special wage for such apprentice or learner.

(c) The commission may fix the maximum number of women, and minors under eighteen years of age, to be employed under the licenses provided for in subdivisions (a) and (b) of this section in any occupation, trade, industry or establishment in which a minimum wage has been established. [1913 C 324 s 8 as amended by 1915 C 571]

Labor commissioner to gather statistics, etc.—Upon the request of the commission, the labor commissioner shall cause such statistics and other data and information to be gathered, and investigations made, as the commission may require. The cost thereof shall be paid out of the appropriations made for the expenses of the commission. [1913 C 324 s 9]

Testimony of employee not to cause discharge or discrimination.—Any employer who discharges, or threatens to discharge, or in any other manner discriminates against any employee because such employee has testified or is about to testify, or because such employer believes that said employee may testify in any investigation or proceedings relative to the enforcement of this act, shall be deemed guilty of a misdemeanor. [1913 C 324 s 10]

Penalty for paying less than minimum wage established and for violation of act.—The minimum wage for women and minors fixed by said commission as in this act provided, shall be the minimum wage to be paid to such employees, and the payment to such employees of a less wage than the minimum so fixed shall be unlawful, and every employer or other person who, either individually or as an officer, agent, or employee of a corporation or other person, pays or causes to be paid to any such employee a wage less than such minimum, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than fifty dollars, or by imprisonment for not less than thirty days, or by both such fine and imprisonment; and every employer or other person who, either individually or as an officer, agent or employee of a corporation, or other persons, violates or refuses or neglects to comply with the provisions of this act, or any orders or rulings of this commission, shall be guilty of a misdemeanor, and upon conviction thereof be punished by a fine of not less than fifty dollars, or by imprisonment for not less than thirty days, or by both such fine and imprisonment. [1913 C 324 s 11 as amended by 1915 C 571]

Method of securing review and grounds upon which superior court may set aside decisions of commission.—In every prosecution for violation of any provision of this act, the minimum wage, the maximum hours of work and the standard conditions of labor fixed by the commission as herein provided, shall be prima facie presumed to be reasonable and lawful, and to be the living wage, the maximum hours of work and standard conditions of labor required herein. The findings of fact made by the commission acting within its powers shall, in the absence of fraud, be conclusive; and the determination made by the commission shall be subject to review only in a manner and upon the grounds following: Within twenty days from the date of the determination, any party aggrieved thereby may commence in the superior court in and for the city and county of San Francisco, or in and for the counties of Los Angeles or Sacramento, an action against the commission for review of such determination. In such action a complaint, which shall state the grounds upon which a review is sought, shall be served with the summons. Service upon the secretary of the commission, or any member of the commission, shall be deemed a complete service. The commission shall serve its answer within twenty days after the service of the complaint. With its answer, the commission shall make a return to the court of all documents and papers on file in the matter, and of all testimony and evidence which may have been taken before it, and of its findings and the determination. The action may thereupon be brought on for hearing before the court upon such record by either party on ten days' notice of [to] the other. Upon such hearing, the court may confirm or set aside such determination; but the same shall be set aside only upon the following grounds:

(1) That the commission acted without or in excess of its powers.

(2) That the determination was procured by fraud.

Upon the setting aside of any determination the court may recommit the controversy and remand the record in the case to the commission for further proceedings. The commission, or any party aggrieved, by a decree entered upon the review of a determination, may appeal therefrom within the time and in the manner provided for an appeal from the orders of the said superior court. [1913 C 324 s 12 as amended by 1915 C 571]

Right to recover balance when paid less than minimum wage.—Any employee receiving less than the legal minimum wage applicable to such employee shall be entitled to recover in a civil action the unpaid balance of the full amount of such minimum wage, together with costs of suit, notwithstanding any agreement to work for such lesser wage. [1913 C 324 s 13]

Complaint for payment of less than living wage.—Any person may register with the commission a complaint that the wages paid to an employee for whom a living rate has been established, are less than that rate, and the commission shall investigate the matter and take all proceedings necessary to enforce the payment of a wage not less than the living wage. [1913 C 324 s 14]

Biennial reports.—The commission shall biennially make a report to the governor and the State legislature of its investigations and proceedings. [1913 C 324 s 15]

Arbitration in strikes by commission forbidden.—The commission shall not act as a board of arbitration during a strike or lock-out. [1913 C 324 s 17]

Liberal construction of act by court; constitutionality.—(a) Whenever this act, or any part or section thereof, is interpreted by a court, it shall be liberally construed by such court. (b) If any section, subsection, or subdivision of this act is for any reason held to be unconstitutional, such decision shall not affect the validity of the remaining portions of this act. The legislature hereby declares that it would have passed this act, and each section, subsection, subdivision, sentence, clause and phrase thereof, irrespective of the fact that any one or more sections, subsections, subdivisions, sentences, clauses or phrases is declared unconstitutional. [1913 C 324 s 18]

Application of act.—The provisions of this act shall apply to and include women and minors employed in any occupation, trade or industry, and whose compensation for labor is measured by time, piece or otherwise. [1913 C 324 s 19]

ALL REGULATED OCCUPATIONS

ENFORCEMENT.

Powers of commissioner of the bureau of labor statistics in enforcing labor laws.—The commissioner of the bureau of labor statistics shall have authority and power to enforce any and all labor laws of the State of California, the enforcement of which is not specifically vested in any other officer, board or commission, and the deputies and agents of the said labor commissioner shall have the power and authority of sheriffs and other peace officers to make arrests, and to serve any process or notice throughout the State in the enforcement of such labor laws, pursuant to the instructions of said commissioner. [1915 C 484 s 1]

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MINES, ETC.

HOURS OF LABOR

General assembly to provide for 8 hours a day in mines and smelters; exceptions.—The general assembly shall provide by law, and shall prescribe suitable penalties for the violation thereof, for a period of employment not to exceed eight (8) hours within any twenty-four (24) hours (except in cases of emergency where life or property is in imminent danger), for persons employed in underground mines or other underground workings, blast furnaces, smelters and any ore reduction works or other branch of industry or labor that the general assembly may consider injurious or dangerous to health, life or limb. [Constitution article 5 section 25a]

MINIMUM AGE

General assembly to prohibit employment under 12 in mines.—The general assembly * * * shall prohibit the employment in the mines of children under twelve years of age. [Con art 16 s 2]

NOTE.—[The statutory age limit is 16. See Mills' Annotated Statutes, revised edition, 1912, section 659.]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of deputy labor commissioner.—The deputy [labor] commissioner [of the bureau of labor statistics ¹] shall have power to send for persons whenever in his opinion it is necessary and he may examine witnesses under oath, being hereby authorized to administer the same in the performance of his duty, and the testimony

¹The secretary of state is designated ex officio commissioner of this bureau.

so taken must be filed and preserved in the office of said deputy commissioner. It shall also be the duty of the deputy labor commissioner to cause to be enforced all laws regulating the employment of children, minors and women; all laws established for the protection of the health, lives and limbs of all operators in factories, mills, mines, workshops, offices, bakeries, laundries, stores, hotels, railroads, or any public or private works where labor is employed or machinery used; and all laws enacted for the protection of wage workers. [Mills' Annotated Statutes revised edition 1912 section 537]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL AND EVENING SCHOOL ATTENDANCE

Children from 8 to 16; exemptions from 14 to 16 on account of poverty or upon completion of 8 grades; other exemptions; method of securing exemption.—In all school districts of this State, all parents, guardians and other persons having care of children shall instruct them, or cause them to be instructed, in reading, writing, spelling, English grammar, geography and arithmetic. In such districts, every parent, guardian or other person having charge of any child between the ages of eight (8) and sixteen (16) years, shall send such child to a public, private or parochial school for the entire school year during which the public schools are in session in such districts: *Provided however*, That this act [s 639-650] shall not apply to children over fourteen (14) years of age where such child shall have completed the eighth grade, or may be eligible to enter any high school in such district, or where its help is necessary for its own or its parents' support, or where for good cause shown it would be for the best interests of such child to be relieved from the provisions of this act: *Provided further*, That if such child is being sufficiently instructed at home by a person qualified, such child shall not be subject to the provisions of this act: *And provided further*, That if a reputable physician within the district shall certify in writing that the child's bodily or mental condition does not permit its attendance at school, such child shall be exempt during such period of disability from the requirements of this act. It shall be the duty of the superintendent of the school district, if there be such superintendent, and, if not, then the county superintendent of schools, to hear and determine all applications of children desiring for any of the causes mentioned herein to be exempted from the provisions of this act, and if upon such application such superintendent hearing the same shall be of the opinion that such child is for any reason entitled to be exempted as aforesaid, then such superintendent shall issue a written permit to such child, stating therein his reasons for such exemption. An appeal may be taken from the decision of such superintendent so passing upon such application to the county court of the county in which such district lies, upon such child making such application and filing the same with the clerk or judge of said court within ten days after its refusal by such superintendent, for which no fee to exceed the sum of one dollar shall be charged, and the decision of the county court shall be final. An application for release from the provisions of this act shall not be renewed oftener than once in three months. [M A S r e 1912 s 639]

Employment under 14 during school hours prohibited; exceptions; penalty.—No child under the age of 14 years shall be employed by any person, persons, company, or corporation during the school term and while the public schools are in session, unless the parent, guardian or person in charge of such child shall have fully complied with section one [639] of this act [s 639-650]. Every such employer shall require proof of such compliance, and shall make and keep a written record of the proof given, which shall be subject to the inspection of the truant officer, superintendent of schools, or any school director of the district. Any employer employing any child contrary to the provisions of this section shall be fined not less than twenty-five nor more than one hundred dollars. [M A S r e 1912 s 640]

NOTE.—[The above section was originally section 2 of chapter 136 of the Acts of 1899, section 1 of which (now M A S r e 1912 s 639) required school attendance during only part of the school year. While section 2 was not specifically repealed, it would appear to be nullified by implication, except perhaps as to the penalty for employer for employing child during school hours, by chapter 164 of the Acts of 1903, which amended section 1 to require attendance during the entire school year.]

Illiterate minors from 14 to 16 if not attending day school; responsibility of employer; penalty.—All minors over the age of 14 years and under the age of 16 years who can not read and write the English language, shall attend school at least one-half day of each day, or attend a public night school, or take regular private instruction from some person qualified, in the opinion of the county superintendent of schools, in which such district or the greater portion of the same lies, until such minor obtains

a certificate from such superintendent that he or she can read at sight and write legibly, simple sentences in English. Every employer employing or having in employment any such minor shall exact as a condition of employment the school attendance or instruction required by this section, and shall on request of the truant officer, furnish the evidence that such minor is complying with the requirements of this section. Every employer failing to comply with the requirements of this section as to any minor employed by him or in his employ, shall be fined not less than twenty-five dollars, and not more than one hundred dollars: *Provided*, That any employer with the approval or consent of the county superintendent of schools may make provision for the private instruction of minors in his employ. [M A S r e 1912 s 641]

NOTE.—[The above section was originally section 3 of chapter 136 of the Acts of 1899, section 1 of which (now M A S r e 1912 s 639) required school attendance for children from 8 to 14 years of age only. While section 3 was not specifically repealed, it would appear to be partially nullified by implication, by chapter 164 of the Acts of 1903, which amended section 1 to require attendance during the entire school year for children from 8 to 16 years of age, with certain exemptions. Moreover, these requirements as to evening school attendance are partially covered by the provisions of chapter 95 of the Acts of 1911.]

Enforcement: duties and powers of truant officers in districts of first and second class.—To aid in the enforcement of this act [s 639–650], the board of school directors in districts of the first and second class shall have power, and it shall be their duty, to appoint one or more truant officers whose compensation shall be fixed by the board appointing him. The truant officer shall be vested with police powers, and shall have authority to enter workshops, factories, stores and all other places where children may be employed, in the way of investigation or otherwise, to enforce this act. The truant officer shall institute proceedings against any officer, parent, guardian, person or corporation who shall violate any of the provisions of this act, and shall otherwise discharge the provisions of this act and perform such other services as the county superintendent of schools or the board of directors of the school district may deem necessary to preserve the morals and secure the good conduct of school children, and to enforce this act. * * * [M A S r e 1912 s 643]

Enforcement: duties and powers of truant officers in districts of third class.—The board of school directors in school districts of the third class in this State shall appoint a truancy officer whose powers and duties shall be the same as those prescribed by law for truancy officers in school districts of the first and second class. * * * A member of the school board may be appointed truancy officer. [M A S r e 1912 s 644]

Penalty; failure to compel attendance, parent, etc.—The truant officer shall examine into any case of truancy within his district, and shall warn the parent, guardian, or others in charge of the child of the final consequence of truancy if persisted in. When any child between the ages of eight and fourteen years, or any child between the ages of fourteen and sixteen years, who can not read and write the English language, or is not engaged in some regular employment, or any child between the age of fourteen years and sixteen years who has been discharged from employment to obtain instruction or schooling, is not attending school without lawful excuse and in violation of the provisions of this act [s 639–650], the truant officer shall notify the parent, guardian, or other person in charge, of the fact, and require such person to cause the child to attend some recognized school within five days from the date of the notice, and it shall be the duty of such person so to cause its attendance at some recognized school. Upon failure to do so, the truant officer shall make complaint in the county court of the county in which such child lives, against the parent, guardian or other person having such child in charge, and upon conviction, the parent, guardian or other person in charge, shall be fined not less than five dollars nor more than twenty dollars, or the court may, in its discretion, require the person so convicted to give a bond in the penal sum of \$100, with sureties to the approval of the judge of such court, conditioned that he or she will cause the child under his or her care to attend some recognized school within five days thereafter, and to remain at school during the term prescribed at law. And upon the failure or refusal of the parent, guardian or other person to pay such fine or furnish such bond according to the order of the court, the said parent, guardian or other person shall be imprisoned in the county jail not less than ten days nor more than thirty days. * * * [M A S r e 1912 s 645]

Poor relief for child failing to attend on account of poverty compelling employment.—When any truant officer is satisfied that any child within the requirements of this act [s 639–650] is unable to attend school because required to work at home or elsewhere in order to support itself or help or support others legally entitled to its services, the truant officer shall report the case to the authorities charged with the relief of the poor, who shall thereupon afford such relief as will enable the child to attend school: *Provided*, That such child shall not be required to attend more than three hours a day during school days. In case the child or its parents or guardians neglect or refuse

to take advantage of such provision made for its instruction, such child may be committed to a children's home or juvenile reformatory, as hereinbefore provided. [M A S r e 1912 s 647]

General penalty.—Any person who violates any provision of this act [s 639–650], for which a penalty is not herein provided, shall be fined not more than fifty dollars. [M A S r e 1912 s 648]

Penalty for second offense.—Every person who, after having been convicted once of violating any of the provisions of this act [s 639–650], shall be convicted a second time of a similar offense, may, in addition to the punishment by way of fine elsewhere provided for, be imprisoned not less than 10 days nor more than 30 days: *Provided*, That in all cases arising under this act in which a fine or imprisonment may be a part of the judgment, trial shall be by a jury if not waived. [M A S r e 1912 s 649]

Exemptions; lack of school accommodations.—This [act] shall not apply to school districts in which there are not sufficient accommodations in the public schools to seat children compelled to attend under the provisions of this act [s 639–650]. [M A S r e 1912 s 650]

NOTE.—[Sections 651–656 also refer to employment during school hours and compulsory school attendance, but these sections belong to an earlier law and their provisions appear to be entirely superseded by those of the sections here given.]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS, WORKSHOPS, THEATERS, ETC.

MINIMUM AGE, HOURS OF LABOR, AND SPECIAL PERMITS

Employment under 14 prohibited in these occupations, in hotels, laundries, messenger service, etc., and in any gainful work during months when schools are in session or at night, or for more than 8 hours a day; permits for public exhibitions and agricultural labor, etc.—No child under the age of fourteen years shall be employed, permitted or suffered to work at any gainable occupation in any theater, concert hall or place of amusement where intoxicating liquors are sold, or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor, within this State. No child under the age of fourteen years shall be employed at any work performed for wages or other compensation, to whomsoever payable, during any portion of any month when the public schools of the town, township, village or city in which he or she resides, are in session, nor be employed in any work before the hour of seven o'clock in the morning, or after the hour of eight o'clock in the evening: *Provided*, That no child shall be allowed to work more than eight hours in any one day. The general assembly of the State of Colorado does hereby declare that all occupations or employments in which children are forbidden to engage by the provisions of this act [s 657–673] shall be and hereby [are] declared to be injurious or dangerous to health, life or limb. The employments or occupations permitted under this act, under the sections hereof providing for exemptions shall be considered injurious or dangerous to health, life or limb, unless it shall appear from the evidence produced before the authorities permitted to grant such exemptions that, in their opinion, the injury or danger to health, life or limb has been removed: *Provided also*, That where conditions are such as to justify granting a permit exempting children from the provisions of this act to take part in concerts and theatrical performances and where such permits have been granted the performances of such children shall be construed to be a part of their training and education. [sic] Nothing in this act shall be construed to prevent the employment of children in any fruit orchard, garden, field or farm: *Provided*, That any child under fourteen years of age engaging in such employment for persons other than their own parents must first secure a permit from the superintendent of schools in accordance with the provisions of section fifteen [671] of this act. The hours of work during each day, or in any week shall be in compliance with the provisions of this act as to the hours during any day or week when children may be employed. [M A S r e 1912 s 657]

hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop or as a messenger or driver therefor, within this State, to keep a register in said mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, factory or workshop in which said minors shall be employed or permitted or suffered to work, in which register shall be recorded the name, age and place of residence of every child employed or suffered or permitted to work there, or as messenger or driver therefor, over the age of 14 and under the age of 16 years; and it shall be unlawful for any person, firm or corporation, agent or manager of any firm or corporation to hire or employ, or permit or suffer to work in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, any child under the age of 16 years and over 14 years of age, unless there is first produced and placed on file in such mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, factory or workshop, theater, concert hall or place of amusement, an age and school certificate approved as hereinafter provided. [M A S r e 1912 s 660]

Lists to be posted in certain establishments.—Every person, firm or corporation, agent or manager of a corporation employing or permitting or suffering to work five or more children under the age of 16 years and over the age of 14 in any mercantile institution, store, office, laundry, hotel, manufacturing establishment, factory or workshop, shall post and keep posted in a conspicuous place in every room in which such help is employed, or permitted or suffered to work, a list containing the name, age, and place of residence of every person under the age of 16 years employed, permitted or suffered to work in such room. [M A S r e 1912 s 661]

Certificates required for all children employed under this act; lists of illiterate minors under 16 not attending evening school, required.—No child permitted to be employed under this act [s 657-673] shall be employed in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall, or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, unless there is first produced and placed on file in such mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, factory or workshop, and accessible to the State factory inspector, assistant factory inspector or deputy factory inspector, an age and school certificate as hereinafter prescribed; and unless there is kept on file and produced on demand of said inspectors of factories a complete and correct list of all the minors under the age of 16 years so employed who can not read at sight and write legibly simple sentences, unless such child is attending night school as hereinafter provided. [M A S r e 1912 s 662]

School authorities to issue certificates; exceptions; method of issuing; records of issuing office.—An age and school certificate shall be approved only by the superintendent of schools or by a person authorized by him in writing; or where there is no superintendent of schools, by a person authorized by the school board: *Provided*, That the superintendent or principal of a parochial school shall have the right to approve an age and school certificate, and shall have the same rights and powers as the superintendent of public schools to administer the oaths therein provided for children attending parochial schools: *Provided further*, That no member of a school board or other person authorized as aforesaid shall have authority to approve such certificates for any child then in or about to enter his own establishment, or the employment of a firm or corporation of which he is a member, officer or employee. The person approving these certificates shall have authority to administer the oath provided herein, but no fee shall be charged therefor. It shall be the duty of the school board or local school authorities to designate a place (connected with their office, when practicable) where certificates shall be issued and recorded, and to establish and maintain the necessary records and clerical service for carrying out provisions of this act. [M A S r e 1912 s 663]

Evidence of age required.—An age and school certificate shall not be approved unless satisfactory evidence is furnished by the last school census, the certificate of birth or baptism of such child, the register of birth of such child with a town or city clerk, or by the records of the public or parochial schools, that such child is of the age stated in the certificate: *Provided*, That in cases arising wherein the above proof is not obtainable, the parent or guardian of the child shall make oath before the juvenile or county court or any officer thereof as to the age of such child, and the court may issue to such child an age certificate as sworn to. [M A S r e 1912 s 664]

School attendance certificates required; contents of various certificates; illiterate minors where there is no evening school; certificate to be returned to child; records of issuing office.—
The age and school certificate of a child under 16 years of age shall not be approved and signed until he presents to the person authorized to approve and sign the same a school attendance certificate, as hereinafter prescribed, duly filled out and signed. A duplicate of such age and school certificate shall be filled out and shall be forwarded to the State factory inspector's office. Any explanatory matter may be printed with such certificate, in the discretion of the school board or superintendent of schools. The employment and the age and school certificates shall be separately printed and shall be filled out, signed and held or surrendered as indicated in the following forms:

SCHOOL CERTIFICATE.

(Name of school.)

(City or town and date.)

This certifies (name of minor) of theth grade, can read and write legibly simple sentences. This also certifies that according to the records of this school, and in my belief, the said (name of minor) was born at (name of city or town), in (name of county), on the (date) and is now (number of years and months) old.

(Name of parent or guardian.)

(Residence.)

(Signature of teacher) grade.

(Name of principal.)

EVENING SCHOOL ATTENDANCE CERTIFICATE

(Date.)

This certifies that (name of minor) is registered in and regularly attends evening school. This also certifies that according to the records of my school and in my belief the said (name of minor) was born at (name of city or town), on the day of (years), [sic] and is now (number of years and months) old.

(Name of parent or guardian.)

(Residence.)

(Signature of teacher.)

(Signature of principal.)

AGE AND SCHOOL CERTIFICATE

This certifies that I am (father, mother, guardian or custodian) of (name of minor), and that (he or she) was born at (name of town or city), in the (name of county, if known) and State and county of, on the (day of birth and year of birth) and is now (number of years and months) old.

(Signature of parent, guardian, or custodian.)

(City or town and date.)

There personally appeared before me the above named (name of person signing) and made oath that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge. I hereby approve the foregoing certificate of (name of child) height (feet and inches), weight, complexion (fair or dark), hair (color), having no sufficient reason to doubt that (he or she) is of the age therein certified.

This certificate belongs to (name of child in whose favor it is drawn) and is to be surrendered to (him or her) whenever (he or she) leaves the service of the corporation or employer holding the same; but if not claimed by said child within thirty days from such time it shall be returned to the superintendent of schools, or where there is no superintendent of schools, to the school board.

(Signature of person authorized to approve and sign,
with official character [of] authority.)

(Town or city and date).

In the case of a child who can not read at sight and write legibly simple sentences the certificate shall continue as follows: after the word sentences: "I hereby certify that (he or she) is regularly attending the (name of public or parochial evening school)." This certificate shall continue in force just as long as the regular attendance of said child at said evening school is certified weekly by the teacher and principal of such school.

In any city or town in which there is no public or parochial evening school, an age and school certificate shall not be approved for a child under the age of 16 years who can not read at sight and write legibly simple sentences, the certificate of the principal of a public or parochial school shall be prima facie evidence as to the literacy or illiteracy of the child. [M A S r e 1912 s 665]

EDUCATIONAL REQUIREMENTS

Evening school attendance required for employment of illiterates from 14 to 16 where evening school is maintained.—No person shall employ any minor over 14 years of age and under 16 years, and no parent, guardian or custodian shall permit to be employed any such minor under his control who can not read at sight and write legibly simple sentences, while a public evening school is maintained in the town or city in which such minor resides, unless such minor is a regular attendant at such evening school. [M A S r e 1912 s 666]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of State factory inspectors and school authorities.—The State inspector of factories, his assistants or deputies, shall visit all mercantile institutions, stores, offices, laundries, manufacturing establishments, bowling alleys, theaters, concert halls or places of amusement, factories or workshops, and all other places where minors are or may be employed in this State, and ascertain whether any minors are employed contrary to the provisions of this act [s 657–673]. Inspectors of factories may require that age and school certificates, and all lists of minors employed in such factories, workshops, mercantile institutions and all other places where minors are employed as provided for in this act, shall be produced for their inspection on demand: *And provided further,* That upon written complaint to the school board or local school authorities of any city, town, district or municipality, that any minor (whose name shall be given in such complaint) is employed in any mercantile institution, store, office, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver thereof, contrary to the provisions of this act, it shall be the duty of such school board or local school authority to report the same to the State inspector of factories. [M A S r e 1912 s 667]

ANY GAINFUL OCCUPATION

HOURS OF LABOR

Eight hours a day, 48 a week, and night work prohibited, under 16; hours to be posted.—No person under the age of 16 years shall be employed or suffered or permitted to work at any gainful occupation more than forty-eight hours in any one week, nor more than eight hours in any one day; or after the hour of 8 o'clock in the evening. Every employer shall post in a conspicuous place in every room where such minors are employed, a printed notice stating the hours required of them each day of the week, the hours of commencing and stopping work, and the hours when the time or times allowed for dinner or other meals begins and ends. The printed form of such notice shall be furnished by the State inspector of factories, and the employment of any such minor for longer time in any one day so stated shall be deemed a violation of this section. [M A S r e 1912 s 668]

MANUFACTURING ESTABLISHMENTS, FACTORIES, AND WORKSHOPS

ENFORCEMENT

Presence to be evidence of employment.—The presence of any person under the age of 16 years in any manufacturing establishment, factory or workshop shall constitute prima facie evidence of his or her employment therein. [M A S r e 1912 s 669]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of State factory inspectors.—It shall be the special duty of the State factory inspector to enforce the provisions of this act [s 657–673] and to prosecute all violations of the same before any magistrate or any court of competent jurisdiction in this State. It shall be the duty of the State factory inspector, assistant State factory inspector and deputy State factory inspectors under the supervision and direction of

why the prayer of such petition should not be granted or such permit or exemption should not be revoked. During that part of the months of June, July and August when the public schools are not in regular session, children over twelve years of age shall be entitled to exemptions from the provisions of this act, permitted by section fifteen [671], upon complying with the conditions and receiving the permit provided for in said section. [M A S r e 1912 s 671]

PENALTIES

Permitting employment; parent, etc.; failure to produce certificates or lists; false statements; employer violating act or hindering factory inspectors.—Whoever, having under his control a child under the age of 16 years, permits such child to be employed in violation of the provisions of this act [s 657–673], shall for each offense be fined not less than five dollars (\$5.00) nor more than twenty-five dollars (\$25.00), and shall stand committed until such fine and costs are paid. A failure to produce to the inspector of factories, his assistant or deputies, any age and school certificates or lists required by this act, shall constitute a violation of this act, and the person so failing shall, upon conviction, be fined not less than five dollars (\$5.00) nor more than fifty dollars (\$50.00) for each offense. Every person authorized to sign the certificate prescribed by section 7 [663] of this act, who certifies to any materially false statement therein, shall be guilty of a violation of this act, and upon conviction be fined not less than five dollars (\$5.00) nor more than one hundred dollars (\$100) for each offense, and shall stand committed until such fine and costs are paid. Any person, firm or corporation, agent or manager, superintendent or foreman of any firm or corporation, whether for himself or for such firm or corporation, or by himself or through subagents or foreman, superintendent or manager, who shall violate or fail to comply with any of the provisions of this act, or shall refuse admittance to premises, or otherwise obstruct the factory inspector, assistant factory inspector or deputy factory inspector in the performance of their duties, as prescribed by this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than five dollars (\$5.00) nor more than one hundred dollars (\$100) for each offense, and shall stand committed until such fine and costs are paid. It is the intention and purpose of this act to extend personal responsibility to the president and general manager of any corporation for violation of this act by any foreman, superintendent or submanager or subagent. [M A S r e 1912 s 672]

Second offense.—Any person, agent, firm or corporation who shall be convicted of a second violation of any provision of this act [s 657–673] shall be fined in a sum not less than one hundred dollars (\$100), or more than five hundred dollars (\$500) or be imprisoned in the county jail for not to exceed ninety (90) days or by both such fine and imprisonment, in the discretion of the court. [M A S r e 1912 s 673]

IMMORAL OCCUPATIONS

MINIMUM AGE

Employment agencies forbidden to send girls to immoral places, etc.—No agency shall send or cause to be sent any female help or servant to any place of bad repute, house of ill fame, or assignation house, any place of questionable character, or to any house or place of amusement kept for immoral purposes. * * * [M A S r e 1912 s 2677]

Enforcement and penalty.—It shall be the duty of the deputy labor commissioner when informed of any violation of this act [s 2676–2680], to institute criminal proceedings for the enforcement of its penalties before any court of competent jurisdiction. Any violation of the provisions of this act shall be a misdemeanor and shall be punished by a fine of not less than one hundred (\$100) dollars nor more than two hundred (\$200) dollars for each offense, or by imprisonment in the county jail for a period not exceeding six months, or by both such fine and imprisonment at the discretion of the court. [M A S r e 1912 s 2680]

FACTORIES, WORKSHOPS, STORES, ETC.

TOILETS AND DRESSING ROOMS FOR GIRLS

Enforcement: duties and purpose of department of factory inspection; appointment of inspectors.—There is hereby established a separate and distinct department to be known as the department of factory inspection of the State of Colorado, which department shall be charged with the inspection of all factories, mills, workshops, bakeries, laundries, stores, hotels, boarding or bunk houses, or any kind of an establishment wherein laborers are employed or machinery used, for the purpose of protecting said employees or guests against damages arising from imperfect or dangerous machinery, or hazardous and unhealthy occupation * * *. The deputy labor commissioner of the State of Colorado [see M A S r e 1912 s 537] shall be the chief factory inspector under this act [s 2829-2840]; the said chief inspector, within five days after the passage of this act, shall recommend, and the secretary of state shall appoint four deputy factory inspectors, one of whom shall be a woman * * *. [M A S r e 1912 s 2829]

Enforcement: duties of factory inspectors.—It shall be the duty of the chief factory inspector, by himself or his duly appointed deputy, to examine as soon as may be after the passage of this act [s 2829-2840], and thereafter annually, and from time to time, all factories, mills, workshops, bakeries, stores, hotels, or any kind of an establishment wherein laborers are employed or machinery used or appliances therein contained to which the provisions of this act are applicable, for the purpose of determining whether they do conform to such provisions, and to [of] granting or refusing certificates of approval, as hereinafter provided. [M A S r e 1912 s 2833]

Separate toilets for the sexes; separate dressing rooms for girls if needed.—Every factory, workshop, office, bakery, laundry, store, hotel, or other building in which four or more persons are employed shall be provided within reasonable access with a sufficient number of water-closets, earth closets or privies, for the reasonable use of the persons therein; and whenever male or female persons are employed as aforesaid together, water-closets, earth closets or privies separate and apart shall be provided for the use of each sex and plainly so designated, and no person shall be allowed to use such closets or privy assigned to the other sex. Such closets shall be properly screened and ventilated and at all times kept in a clean and good sanitary condition. In factories, laundries, mills, and workshops and in all other places where the labor performed by the operator is of such character that it becomes desirable or necessary to change the clothing wholly or in part before leaving the building at the close of the day's toil, separate dressing rooms shall be provided for women and girls whenever so required by the factory inspector. It shall be the duty of every occupant, whether owner or lessee of any premises so used as to come within the provisions of this act [s 2829-2840] to carry out the same and to make all the changes and additions necessary therefor. * * * [M A S r e 1912 s 2838]

Enforcement and penalty: powers of factory inspectors.—The chief factory inspector or any employee of the department of factory inspection shall have power to enter any factory, mill, workshop, office, bakery, laundry, store, hotel, or any public or private works where labor is employed or machinery used. Any person, persons, firm, co-partnership, corporation, trust, trustee, their agent, or agents, who shall refuse to allow an inspector or employee of the said department to enter or who shall violate any of the provisions of this act [s 2829-2840], shall be deemed guilty of a misdemeanor, and upon conviction thereof before any court of competent jurisdiction shall be punished by a fine of not less than fifty (\$50) dollars nor more than one hundred (\$100) dollars or be imprisoned in the county jail not to exceed ninety (90) days for each and every offense. [M A S r e 1912 s 2840]

MINES, SMELTERS, ETC.

HOURS OF LABOR

Specific occupations declared injurious and dangerous.—Employment in all underground mines, underground workings, open cut workings, open pit workings, smelters, reduction works, stamp mills, concentrating mills, chlorination processes, cyanide processes and coke ovens, is hereby declared to be injurious to health and dangerous to life and limb. [M A S r e 1912 s 4471 as reenacted by 1913 C 95]

Eight hours a day; exceptions.—The period of employment of men working in all underground mines, underground workings, open cut workings, open pit workings, smelters, reduction works, stamp mills, concentrating mills, chlorination processes, cyanide processes and coke ovens shall not exceed eight (8) hours within any twenty-

shall be liable except in cases of emergency where life or property is in imminent danger. [M A S r e 1912 s 4473 as amended by 1913 C 95]

Penalty.—Any person, corporation, body corporate, general manager or employer who shall violate or cause to be violated any of the provisions of this act [s 4471–4473], shall be deemed guilty of a misdemeanor and upon conviction thereof shall be punished by a fine of not less than ten dollars nor more than five hundred dollars \$500, or by imprisonment in the county jail not less than ninety (90) days nor more than six months or by both such fine and imprisonment. Every day's violation of the provisions of this act shall constitute a separate offense. [M A S r e 1912 s 4473 as amended by 1913 C 95]

MANUFACTURING, MECHANICAL AND MERCANTILE ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use required.—Every person, corporation or company employing females in any manufacturing, mechanical or mercantile establishments in this State, shall provide suitable seats for the use of the females so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed. [M A S r e 1912 s 5742]

Penalty.—Any person, corporation or company violating any of the provisions of this act [s 5742–5743], shall be punished by fine of not less than ten dollars nor more than thirty dollars for each offense. [M A S r e 1912 s 5743]

RAILROADS¹

HOURS OF LABOR

Period of rest after 16 consecutive hours' work for certain employees; exceptions.—No company operating a railroad in whole or in part within this State, shall permit or require any conductor, engineer, fireman, brakeman, telegraph operator, or any trainman who has worked in his respective capacity for sixteen (16) consecutive hours, except in case of casualty, to again go on duty or perform any work until he has had at least ten (10) hours' rest. [M A S r e 1912 s 6164]

Penalty.—Any company which violates, or permits to be violated, any of the provisions of the preceding section or any officer, agent or employee who violates or permits to be violated any of the provisions of the preceding section, shall be fined not less than one hundred dollars, nor more than three hundred dollars, for each and every violation of this act [s 6164–6165]. [M A S r e 1912 s 6165]

MINIMUM AGE

Employment of telegraph operators under 18 prohibited.—No railroad company operating a line or lines of railroad within this State shall hire or employ any person or persons as telegraph operators for the purpose of receiving or transmitting telegraph messages or train orders for the movement of trains, unless said person or persons are at least eighteen (18) years of age, and who [sic] have had not less than one year's experience as a telegraph operator. [M A S r e 1912 s 6166]

Penalty.—Any railroad company, its officers or agents, violating the provisions of this act [s 6166–6167], shall be guilty of a misdemeanor, and shall be fined not less than one hundred dollars (\$100) nor more than one thousand [dollars] (\$1,000) for each and every offense. [M A S r e 1912 s 6167]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 6 to 21.— * * * Between the tenth day of February and the first day of March, in each year, the secretary [of school board], or some person, authorized by him, shall take a census of all persons over six years and under twenty-one years of age who were bona fide residents of the district on the tenth day of February aforesaid. The names so listed shall be arranged alphabetically, and be so classified as to distinguish between male and female. The

¹ See court decision on page 7 (New York).

census list shall be sworn to as correct by the person taking the same, and, if such person be other than the secretary, shall be certified by the secretary, and shall be forwarded to the county superintendent on or before the first day of April of the current school year. In districts of first and second classes a copy shall be delivered to the principal teacher, or superintendent of the district, and in all cases a copy shall be retained in the office of the secretary. [M A S 1912 s 6668]

COAL MINES

MINIMUM AGE

Enforcement: duties of inspectors.—It shall be the duty of the chief inspector [of coal mines] or his deputies, to enter into, and examine thoroughly each and every coal mine in the State at least once every ninety days, to see that the provisions of this act are observed and strictly carried out. * * * [1913 C 56 s 38]

Employment of boys under 16 and of girls of any age prohibited; exceptions.—No males under sixteen years of age and no females shall be employed in or about the coal mines, or coke ovens, except in an office in a clerical capacity. [1913 C 56 s 108]

Penalty.—Any violation of any provision of this act shall be deemed a misdemeanor and shall be punished by a fine of not more than one thousand dollars or by imprisonment of not more than one year, in the county jail, or by both such fine and imprisonment. Each and every day's violation of any provision of this act shall be deemed a separate offense, and it shall be the duty of the chief inspector to institute proceedings in the proper courts in case of all said violations. [1913 C 56 s 172]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Specific occupations declared injurious and dangerous for females.—Employment of females in any and all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants, is hereby declared to be injurious to health and dangerous to life and limb. [1913 Appendix p 692 s 1]

Eight hours a day.—No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant in this State more than eight (8) hours during any twenty-four (24) hours of any one calendar day. The hours of work may be so arranged as to permit the employment of females at any time: *Provided*, That any such female shall not work more than eight (8) hours during the twenty-four (24) hours of any one calendar day. [1913 App p 692 s 2]

Court decision.—A former section was held unconstitutional in so far as it applied to laundries, because it failed to declare that the laundry business is injurious to the health of employees therein.—*Burches v. People*, 41 Col. 495, 93 Pac. 14 (1907).

Penalty.—Any person, persons, firm, co-partnership, association, company or corporation violating any of the provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than fifty (\$50.00) dollars nor more than five hundred (\$500.00) dollars, or by imprisonment in the county jail not less than thirty (30) days nor more than six (6) months, or by both such fine and imprisonment. Every day's violation of the provisions of this act shall constitute a separate offense. [1913 App p 692 s 3]

ALL OCCUPATIONS

MINIMUM WAGE

State wage board established; organization.—There is hereby created a State wage board to be composed of three members; at least one of whom shall be a representative of labor, at least one of whom shall be a woman and one of whom shall be an employer of labor. The members of said board shall be appointed by the governor, immediately upon the taking effect of this act and the term of existence of said board shall be for two years. [1913 C 110 s 1]

Board to investigate cases of inadequate wages paid women and minors under 18 in specified occupations; public hearings; power of board to fix minimum wage; publication; employers to post decisions.—It shall be the duty of the wage board to inquire into the wages paid to female employees above the age of eighteen years and minor employees under eighteen years of age in any mercantile, manufacturing, laundry, hotel, restaurant, telephone or telegraph business in this State, if the board or any member of it may have reason to believe the wages paid any such employees are inadequate to supply the necessary cost of living, maintain them in health, and supply the necessary comforts of life. The wage board shall also inquire into the cost of living in the locality or localities in which the business is carried on and shall take into consideration the financial condition of the business and the probable effect thereon of any increase in the minimum wage paid in different localities, which inquiry and investigation shall be held in the locality affected. After such investigation it shall be the duty of the wage board to fix the minimum wage, whether by time rate or piece rate, suitable for the female employees over eighteen years of age in such business or in any or all of the branches thereof and also a suitable minimum wage for minors under eighteen years of age employed in the said business. When two or more members of the wage board shall agree upon a minimum wage determination, the board shall give public notice, by advertisement published once in a newspaper of general circulation in the county or counties in which any such business so affected is located, declaring such minimum wage determination or determinations and giving notice of a public hearing thereon to be heard in the town or city nearest the place wherein the inadequate wage is found to exist; said hearing to be held not earlier than thirty days from the date of such publication. A copy of such notice shall also be mailed to the person, association or corporation engaged in the business affected. After such public hearing or after the expiration of the thirty days, provided no public hearing is demanded, the wage board shall issue an obligatory order to be effective in sixty days from the date of said order specifying the minimum wages for women or minors or both in the occupation affected or any branch thereof, and after such order is effective, it shall be unlawful for any employer in said occupation to employ a female over eighteen years of age or a minor under eighteen years of age for less than the rate of wages specified for such female or minor. The order shall be published once in a newspaper of general circulation in the county or counties in which any such business affected is located and a copy of the order shall be sent by mail to the person, association or corporation engaged in said business; and each such employer shall be required to post a copy of said order in a conspicuous place in each building in which women or minors affected by the order are employed. [1913 C 110 s 2]

Power to subpoena witnesses and compel testimony.—The board shall, for the purposes of this act, have the power of [to] subpoena witnesses and compel their attendance, to administer oaths, and examine witnesses under oath, and to compel the production of papers, books, accounts, documents and records. If any person shall fail to attend as a witness when subpoenaed by the board or shall refuse to testify when ordered so to do, the board may apply to any district court or county court to compel obedience on the part of such person and such district or county court shall thereupon compel obedience by proceedings for contempt as in case of disobedience of any order of said court. [1913 C 110 s 3]

Fees of witnesses.—Each witness who shall appear before the board by order of the board shall receive for his attendance the fees and mileage now provided for witnesses in civil cases in the district courts of the State. [1913 C 110 s 4]

Record of testimony.—A full and complete record shall be kept of all testimony taken by, and of all proceedings had before the board. [1913 C 110 s 5]

Right of appeal from decision of board.—Any employer, employee or other person directly affected by any order of the board fixing and determining a minimum wage in any occupation or industry, shall have the right of appeal from such order to the district court of the State on the ground that such order is unlawful or unreasonable. The evidence considered upon such appeal shall be confined to the evidence presented to the board in the case from the decision in which the appeal is taken, and the order of the board shall remain in full force and effect until such order is reversed or set aside by the district court. In all proceedings in the district court the district attorney shall appear for the board. In all proceedings in the supreme court the attorney general shall appear for the board. [1913 C 110 s 6]

Penalty for paying less than minimum wage established.—Any person or partnership or corporation employing any female person above the age of eighteen years at less than the minimum wage fixed for such persons by this board, and any person, part-

nership or corporation employing any person of either sex under the age of eighteen years at less than the minimum wage fixed for such persons by this board, or violating any other provision of this act shall be deemed guilty of a misdemeanor and shall, upon conviction thereof, be punished by a fine of not more than \$100.00 for each offense, or by imprisonment in the county jail for not more than three months or by both fine and imprisonment. [1913 C 110 s 7]

Testimony of employee not to cause discharge or discrimination; penalty.—Any employer who discharges or in any other manner discriminates against any employee because such employee has testified, or is about to testify, or because such employer believes that said employee may testify, in any investigation or proceeding relative to the enforcement of this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of twenty-five dollars for each such misdemeanor. [1913 C 110 s 8]

Enforcement by justices of the peace.—Justices of the peace shall have, according to law, jurisdiction within their respective counties of all offenses arising under the provisions of this act. [1913 C 110 s 9]

Right to recover balance when paid less than minimum wage.—If any employee shall receive less than the minimum wage fixed by this board for employees in the occupation in which said person is employed, he or she shall be entitled to recover in a civil action, the full amount which would have been due said employee if the minimum wage fixed by the board had been paid, together with costs and attorney fees to be fixed by the court, notwithstanding any agreement to work for such lower wage. In such action, however, the employer shall be credited with any wages which have been paid said employee. [1913 C 110 s 10]

Special individual minimum wage may be granted women physically defective, in occupations having only minimum time rate.—For any occupation in which a minimum time rate only has been established, the wage board may issue to any female over the age of eighteen, physically defective, a special license authorizing the employment of such licensee for a wage less than the legal minimum wage: *Provided*, It is not less than the special minimum wage fixed for said person. [1913 C 110 s 11]

Compensation; secretary; expenses.—The wage board shall, by and with the consent of the governor, appoint a secretary who may, or may not be a member of the board and who shall give his entire time to the duties of the office, whose salary shall be twelve hundred dollars (\$1,200.00) per annum, payable monthly. The members of said wage board and the secretary thereof shall be paid all necessary traveling and incidental expenses actually incurred in the performance of their official duties, not to exceed thirteen hundred dollars (\$1,300.00) per annum. * * * [1913 C 110 s 12]

First report.—The board shall, within thirty days after the convening of the twentieth general assembly, make a report to the governor and to the general assembly of its investigations and proceedings during the period of its existence, up to and including November 30, 1914. [1913 C 110 s 13]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Definitions.—The following terms as used in this act, shall be construed and have the following meaning, unless otherwise specifically defined in the context:

(a) The term "place of employment" shall mean and include every place, whether in doors or out or under ground, and the premises appurtenant thereto, where either temporarily or permanently any industry, trade or business is carried on, or where any process or operation, directly or indirectly relating to any industry, trade or business, is carried on, and where any person is directly or indirectly employed by another for direct or indirect gain or profit.

(b) The term "employment" shall mean and include any trade, occupation or process of manufacture, or any method of carrying on such trade, occupation, or process of manufacture in which any person may be engaged.

(c) The term "employer" shall mean and include:

I. The State, and each county, city, town, irrigation and school district therein, and all public institutions and administrative boards thereof.

II. Every person, association of persons, firm and private corporation (including any public service corporation), manager, personal representative, assignee, trustee and receiver, who has four (4) or more persons regularly engaged in the same busi-

any person who shall hinder or obstruct the commission, or any such person authorized as aforesaid, in the exercise of any power conferred by this section, shall be guilty of a misdemeanor and, upon conviction thereof, shall be punished by a fine of not less than one hundred dollars, nor more than one thousand dollars. [1915 C 180 s 20]

Records, etc., to be open to inspection; penalty for refusing inspection.—All books, records and payrolls of employers, * * * and other data, facts and statistics appertaining to the purposes of this act shall always be open for inspection by the commission or any of its agents for the purpose of ascertaining the conditions of employment, and such other information as may be necessary for the uses and the purposes of the commission in its administration of the law. Any employer who shall refuse to admit such commission or its agents to such place of employment for such purposes shall be punished by a fine of not less than one hundred dollars (\$100.00) nor more than five hundred dollars (\$500). [1915 C 180 s 21]

General penalty.—If any employer or employee, or any other person shall violate any provisions of this act, or shall do any act prohibited thereby, or shall fail or refuse to perform any duty lawfully enjoined, within the time prescribed by the commission, for which no penalty has been specifically provided, or shall fail, neglect or refuse to obey any lawful order made by the commission or any judgment or decree made by any court as provided by this act, for each violation, failure or refusal, such employer, employee or other person shall be punished by a fine of not less than one hundred dollars for each such offense. [1915 C 180 s 44]

Penalty for continued violation.—Every day during which any employer or officer or agent thereof, or any employee, shall fail to comply with any lawful order of the commission or to perform any duty imposed by this act, shall constitute a separate and distinct violation thereof. [1915 C 180 s 45]

Prosecution.—All penalties provided for in this act shall be collected in a civil action brought against the employer or employee as the case may be, in the name of the commission, and all such penalties, when collected, shall be paid into the expense fund of such commission and become a part thereof. [1915 C 180 s 46]

Repealing clause; acts, etc., in conflict.—All acts and parts of acts in conflict with the provisions of this act, are hereby repealed: *Provided*, That no right of action now existing shall be affected by such repeal * * *. [1915 C 180 s 50]

CONNECTICUT

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Note.—[The duties and powers relating to enforcement of labor laws heretofore exercised by the factory inspector have been transferred by chapter 255 of the Acts of 1915 to the commissioner of labor and factory inspection. In every case the new enforcing authority has been indicated in the text by an insertion in brackets, the former enforcing power being omitted.]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 16 in rope walking, dancing, acrobatic performances, etc., prohibited; penalty.—Every person who shall exhibit, use, employ, apprentice, give away, let out, or otherwise dispose of any child under the age of sixteen years, in or for the vocation, occupation, service, or purpose of rope or wire walking, dancing, skating, bicycling, or peddling, or as a gymnast, contortionist, rider, or acrobat, in any place; or for or in any obscene, indecent, or immoral purpose, exhibition, or practice; or for or in any business, exhibition, or vocation injurious to the health, or dangerous to the life or limb of such child; or who shall cause, procure, or encourage any such child to engage therein, shall be fined not more than two hundred and fifty dollars, or imprisoned not more than one year, or both. [General Statutes revision 1902 section 1163 as amended by 1915 C 175]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Children from 7 to 16; exemptions from 14 to 16 if lawfully employed.—All parents and those who have the care of children shall bring them up in some lawful and honest employment, and instruct them or cause them to be instructed in reading, writing, spelling, English grammar, geography, arithmetic, and United States history. Every parent or other person having control of a child over seven and under sixteen years of age shall cause such child to attend a public day school regularly during the hours and terms the public school in the district wherein such child resides is in session, or while the school is in session where provision for the instruction of such child is made according to law, unless the parent or person having control of such child can show that the child is elsewhere receiving regularly thorough instruction during said hours and terms in the studies taught in the public schools. Children over fourteen years of age shall not be subject to the requirements of this section while lawfully employed at labor at home or elsewhere; but this provision shall not permit such children to be irregular in attendance at school while they are enrolled as scholars, nor exempt any child who is enrolled as a member of a school from any rule concerning irregularity of

attendance which has been enacted or may be enacted by the town school committee, board of school visitors, or board of education, having control of the school. [G S r 1902 s 2116]

Court decision.—The words “those who have the care of children” are equivalent to parents or guardians.—*Yale v. West Middle School District*, 59 Conn. 489 (1890).

PENALTIES

Parent, etc.; exceptions.—Each week's failure on the part of a person to comply with any provision of [section] 2116 shall be a distinct offense, punishable with a fine not exceeding five dollars. Said penalty shall not be incurred when it appears that the child is destitute of clothing suitable for attending school, and the parent or person having control of such child is unable to provide such clothing, or its mental or physical condition is such as to render its instruction inexpedient or impracticable. * * * [G S r 1902 s 2117]

Employer.—Every person who shall employ a child under fourteen years of age during the hours while the school which such child should attend is in session, and every person who shall authorize or permit on premises under his control any such child to be so employed, shall be fined not more than twenty dollars for every week in which such child is so employed. [G S r 1902 s 2119]

False statements.—Every parent or other person, having control of a child, who shall make any false statement concerning the age of such child with intent to deceive the town clerk or registrar of births, marriages, and deaths of any town, or the teacher of any school, or shall instruct a child to make any such false statement, shall be fined not more than twenty dollars. [G S r 1902 s 2120]

ENFORCEMENT

Duties of school visitors, etc.—The school visitors or the town school committee in every town shall, once or more in every year, examine into the situation of the children employed in all manufacturing establishments, and ascertain whether all the provisions of this chapter [s 2116-2129] are duly observed, and report all violations thereof to the proper prosecuting authority. [G S r 1902 s 2121]

Regulations of cities and towns concerning truants.—Each city and town may make regulations concerning habitual truants from school and children between the ages of seven and sixteen years wandering about its streets or public places, having no lawful occupation, nor attending school, and growing up in ignorance; and may make such by-laws, respecting such children, as shall conduce to their welfare and to public order, imposing penalties, not exceeding twenty dollars for any one breach thereof. [G S r 1902 s 2122]

Appointment of truant officers, prosecutions.—Every town, and the mayor and aldermen of every city, having such by-laws, shall annually appoint three or more persons, who alone shall be authorized to prosecute for violations thereof. All warrants issued upon such prosecutions shall be returnable before any justice of the peace, or judge of the city or police court of the town or city. [G S r 1902 s 2123]

SCHOOL CENSUS

Enumeration of children from 4 to 16 in districts; names of employers.—The committee of each school district or, if they fail or are unable to do so, the clerk, shall annually in September ascertain the name and age of every person over four and under sixteen years of age who shall belong to such district, on the first Tuesday of said month, with the names of the parents or guardians of such persons. If any such persons are not attending school during said month of September, then the person making the enumeration shall ascertain the reason for such nonattendance and, if such persons are employed at labor, the names of their employers or of the establishments where they are employed. Returns shall be made to the school visitors of the town to which such district belongs, on or before the twenty-fifth of September * * *. If the return of enumeration is not made to the board of school visitors on or before said twenty-fifth of September, one of the school visitors or a person duly appointed by the board of school visitors shall make a complete enumeration before the fifteenth of October next following and return it to said school visitors * * *. [G S r 1902 s 2252 as amended by 1913 C 182]

Enumeration of children from 4 to 16 in towns; names of employers.—Town school committees shall annually appoint one or more persons who shall, in September of each year, ascertain the name and age of every person over four and under sixteen years of age who shall belong to such town on the first Tuesday of said month. If any such persons are not attending school during said month of September, then the person making the enumeration shall ascertain the reason for such nonattendance and, if such persons are employed at labor, the names of their employers or of the establishments where they are employed. Returns shall be made to the town school committee on or before the twenty-fifth of September. * * * [G S r 1902 s 2255 as amended by 1913 C 182]

ALL OCCUPATIONS

EDUCATIONAL REQUIREMENTS

Evening school attendance required for employment of illiterate minors from 14 to 16 where evening school is maintained.—No person over fourteen and under sixteen years of age, who can not read and write, shall be employed in any town where public evening schools are established unless he can produce every school month of twenty days a certificate from the teacher of an evening school showing that he has attended such school eighteen consecutive evenings in the current school month, and is a regular attendant. Every person who shall employ a child contrary to the provisions of this section shall be fined not more than fifty dollars, and the State board of education shall enforce the provisions of this section as provided in section 4707. [G S r 1902 s 2147]

NOTE.—[The above section in so far as it relates to occupations for which an employment certificate is required is apparently superseded by section 2 of chapter 119 of the Acts of 1911.]

ELEVATORS

MINIMUM AGE

Employment under 16 prohibited; penalty.—No person, partnership, or corporation shall permit or employ a person under the age of sixteen years to have the care, custody, operation, or management of an elevator. Every person, partnership, or corporation violating any provision of this section shall forfeit not more than twenty-five dollars for each offense. [G S r 1902 s 2614]

NOTE.—[See section 3 of chapter 123 of the Acts of 1911.]

IMMORAL OCCUPATIONS

MINIMUM AGE

Employment agencies forbidden to send girls to immoral places, etc.; penalty.—No such licensed person [one licensed to carry on an employment agency] shall send or cause to be sent any female help or servants to a place of bad repute, house of ill fame, or assignation house, or to a house or place of amusement kept for immoral purposes. * * * Every person violating any provision of this chapter [s 4608–4614] shall be fined not more than one hundred dollars. [G S r 1902 s 4614]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use permitted; penalty.—Every person, partnership, or corporation, employing females in any mercantile, mechanical, or manufacturing establishment shall furnish and provide suitable seats for the use of all females so employed, and shall permit the use of such seats by said females when they are not necessarily engaged in the active duties for which they are employed. Every person, partnership, or corporation violating any provision of this section shall be fined not more than fifty dollars. [G S r 1902 s 4703]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

*Enforcement: appointment and duties of agents.*¹ —It shall be the duty of the State board of education, and the school visitors, boards of education, and town school committees to enforce sections 4704, 4705, and 4706 [said sections are superseded by 1911 C 119]; and for that purpose the State board of education may appoint agents, under its supervision and control, for terms of not more than one year, who shall be paid not to exceed five dollars a day for time actually employed and necessary expenses, and whose accounts shall be approved by said board and audited by the comptroller. The agents so appointed may be directed by said board to enforce the provisions of the law requiring the attendance of children at school and to perform any duties necessary or proper for the due execution of the duties and powers of the board. [G S r 1902 s 4707]

Certain children from 14 to 16; penalty.—Whenever the school visitors, town school committee, or board of education of any town or district shall by vote decide, or whenever the State board of education shall ascertain that a child over fourteen and under sixteen years of age has not schooling sufficient to warrant his leaving school to be employed, and shall so notify the parent or guardian of said child in writing, the parent or guardian of said child shall cause him to attend school regularly during the days and hours that the public school in the district in which said parent or guardian resides is in session, and until the parent or guardian of said child has obtained from said board of school visitors, town school committee, or board of education, or from the State board of education, if the notice shall have been given by the said State board of education, a leaving certificate stating that the education of said child is satisfactory to said visitors, town school committee, or board of education, or to said State board of education, as the case may be: *Provided*, That said parent or guardian shall not be required to cause his child to attend school after the child is sixteen years of age. Each week's failure on the part of a person to comply with the provisions of this section shall be a distinct offense, punishable with a fine not exceeding five dollars, and the provisions of section 2117 [G S r 1902 s 2117] shall be applicable to all proceedings under this act. [1903 C 29 as amended by 1905 C 36]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Appointment of deputy factory inspectors.—The [commissioner of labor and factory inspection] shall appoint eight deputies, two of whom shall be women, to assist him in the performance of his duties. Such deputies shall have the same power as the [commissioner], subject to his approval. * * * [1903 C 97 s 3 as amended by 1913 C 131]

Appointment of additional factory inspector.—The [commissioner of labor and factory inspection] shall, in addition to the deputy factory inspectors provided for by chapter 97 of the Public Acts of 1903 [1903 C 97], appoint, from time to time, on the recommendation of an advisory commission of three women appointed by the governor for that purpose as specified in section five of this act, a female deputy factory inspector, who shall hold office until her successor is appointed and qualified, unless removed by said [commissioner], for cause. * * * [1907 C 241 s 1]

Limitation of powers of female deputy factory inspector.—Said female deputy factory inspector shall inquire into the enforcement of the laws regulating the employment of women and girls in any manufacturing, mechanical, or mercantile establishment, investigate the conditions relating to the health and welfare of women and girls employed in such establishments, and report thereon to the [commissioner of labor and factory inspection] *Provided however*, That she shall have no power or authority over and no duty concerning any machinery, appliances, or fixtures except sanitary fixtures. [1907 C 241 s 2]

Duties and powers of female deputy factory inspector.—Said female deputy factory inspector shall have the same power and authority as the [commissioner of labor and factory inspection], except as to machinery, appliances, and fixtures, subject to his approval, and shall serve under the direction of said [commissioner], in all respects as other deputy inspectors. [1907 C 241 s 3]

¹ See chapter 119 of the Acts of 1911, relating to employment of children, which is also enforced by the same authorities.

Advisory commission for appointment of inspector.—The governor shall, on or before the first day of August, 1907, appoint three women, no two of whom shall be residents of the same town, who shall constitute an advisory commission for the appointment of a female deputy factory inspector and shall serve for two, four, and six years respectively; and biennially thereafter the governor shall appoint one member of said commission to serve for the term of six years. It shall be the duty of said commission to recommend to the [commissioner of labor and factory inspection] some woman for appointment as female deputy factory inspector, such recommendation to be made on or before October 1, 1907, and thereafter whenever a vacancy shall occur in said office. [1907 C 241 s 5]

RAILROADS ¹

HOURS OF LABOR

Eight hours a day for certain telegraph and telephone operators; exceptions.—It shall be unlawful for any person, persons, corporation, or receiver operating a line of railroad wholly or partly within this State, or any officer, agent, or representative of such corporation or receiver, to require or permit any telegraph or telephone operator, who spaces trains by the use of the telegraph or telephone, under what is known and termed the "block system," defined as follows: Reporting trains to another office or officers, or to a train dispatcher operating one or more trains under signals, and telegraph or telephone levermen who manipulate interlocking machines in railroad yards or on main tracks out on the lines connecting side tracks or switches, or train dispatchers in its service whose duties substantially, as hereinbefore set forth, pertain to the movement of cars, engines, or trains on its railroad by the use of the telegraph or telephone in dispatching or reporting trains or receiving or transmitting train orders, as interpreted in this section, to be on duty for more than eight hours in a day of twenty-four hours, and it is hereby declared that eight hours shall constitute a day of employment for all laborers or employees engaged in the kind of labor aforesaid: *Provided*, That at stations that are kept open only during the daytime, where only one telegraph or telephone operator is employed, such operator may work twelve hours in a day of twenty-four hours, and that the hours of service of telegraph or telephone operators, as interpreted in this section, shall be consecutive, including one meal hour: *And provided further*, That in case of sickness, death, wrecks, or washouts, telegraph or telephone operators may be held on duty not to exceed sixteen hours in a day of twenty-four hours. [1907 C 242 s 1]

Penalty.—Any person or persons, company, or corporation, who shall violate any of the provisions of the preceding section shall, on conviction, be fined not more than one thousand dollars. [1907 C 242 s 2]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS

HOURS OF LABOR

Ten hours a day, 55 a week for children under 16 and women in manufacturing and mechanical establishments; hours to be posted.—No minor under sixteen years of age and no woman shall be employed in any manufacturing or mechanical establishment more than ten hours in any day, or fifty-five hours in any calendar week. Every employer in such establishment shall post in a conspicuous place in every room where such persons are employed a notice, the form of which shall be furnished by the factory inspector, specifically stating the hours of work required of them on each day of the week, and the employment of any such person for a longer time on any day than so stated shall be a violation of this section. [1909 C 220 s 1 as amended by 1913 C 179]

Fifty-eight hours a week for children under 16 and women in mercantile establishments; Christmas week excepted under certain conditions; hours to be posted.—No minor under sixteen years of age and no woman shall be employed in any mercantile establishment, other than manufacturing or mechanical, more than fifty-eight hours in any calendar week, provided any employer who shall, during each year, give not less than seven holidays with pay, shall be exempt from the provisions of this section during the period from the seventeenth to the twenty-fifth day of December of each year. Every employer in such an establishment shall post in a conspicuous place in every room where such persons are employed a notice, the form of which shall be furnished by the factory inspector, stating specifically the hours of work required of such persons

¹ See court decision on page 7 (New York).

on each day of the week, and the employment of any such person for a longer time on any day than so stated shall be a violation of this section. [1909 C 220 s 2 as amended by 1913 C 179]

Night work prohibited for boys under 16 and girls of any age; exceptions.—No person under sixteen years of age shall be employed in any manufacturing or mechanical establishment after six o'clock in the afternoon; and no such minor shall be employed in any mercantile establishment after six o'clock in the afternoon on more than one day in each calendar week, except during the period from the seventeenth to the twenty-fifth day of December of each year; and no such minor and no female over sixteen years of age shall be employed in any such establishment after ten o'clock in the evening. [1909 C 220 s 3 as amended by 1913 C 179]

Enforcement: duties of commissioner of labor and factory inspection.—It shall be the duty of the [commissioner of labor and factory inspection] to examine and inquire into the employment of minors and women in the establishments described in this act, and to investigate all complaints of violations hereof, and to report all cases of such violation to the prosecuting officer having jurisdiction thereof. The [commissioner of labor and factory inspection] shall, on or before the first day of December in each year, make a report to the governor of the number of such violations so reported by him, and of the prosecutions instituted thereon. [1909 C 220 s 4]

Penalty.—Every person who wilfully employs, or has in his employment or under his charge, any person in violation of section one, two, or three of this act, and every parent or guardian who permits any such minor to be so employed, shall be fined not more than twenty dollars for each offense. [1909 C 220 s 5]

Application of act.—Nothing in this act shall be construed as repealing any provision of section 2116 of the General Statutes or any amendments thereto. [1909 C 220 s 6]

MINIMUM AGE

Employment under 14 prohibited; penalty.—No child under fourteen years of age shall be employed in any mechanical, mercantile, or manufacturing establishment. Every person, whether acting for himself or as agent for another, who shall employ or authorize or permit to be employed any child in violation of the provisions of this section shall be fined not more than one hundred dollars. [1911 C 119 s 1]

EMPLOYMENT CERTIFICATES AND RECORDS

Certificates required from 14 to 16; issued by school authorities; age, school, and health records required; records of issuing office; penalty.—No child under sixteen years of age shall be employed in any mechanical, mercantile, or manufacturing establishment unless the employer of such child shall have first obtained a certificate, signed by the secretary or an agent of the State board of education, or by a school supervisor, school superintendent, supervising principal, or acting school visitor designated by said board, stating the date of the birth of such child, showing that such child is over fourteen years of age, and stating that such child is able to read with facility, to legibly write simple sentences, and to perform the operations of the fundamental rules of arithmetic with relation both to whole numbers and to fractions, and does not appear to be physically unfit for employment. Such certificate shall be in the form prescribed and upon a blank furnished by the State board of education, and shall be issued in triplicate; and one copy thereof shall be delivered to the parent or guardian of such child, one copy shall be delivered to the employer, and one copy shall be deposited in the office of the State board of education. Copies of such certificate shall be obtainable from the State board of education, upon application, at any time. The copy of such certificate delivered to the parent or guardian of the child may be accepted by the employer as a temporary certificate, good for one week, after which time it shall be returned to the parent or guardian of such child. Every person, whether acting for himself or as agent for another, who shall employ or shall authorize or permit to be employed any child in violation of the provisions of this section, shall be fined not more than one hundred dollars. The secretary or the agent of the State board of education or the school supervisor, school superintendent, supervising principal, or acting school visitor to whom application shall be made for a certificate as provided in this section, shall have power to require all statements of fact offered in support of such application to be made under oath and such oath may be administered by said secretary, or such agent, school supervisor, school superintendent, supervising principal, or acting school visitor, and said secretary, or any such agent, school supervisor, school superintendent, supervising principal, or acting school visitor may cause any child

to be examined by a reputable physician, for the purpose of aiding him in determining whether such child is physically fit for employment, and may charge the expense of such physical examination against the State as a part of his expenses. [1911 C 119 s 2]

Employer to notify State board of education of commencement and termination of employment; penalty.—Every employer receiving a certificate issued under the provisions of this act shall promptly notify the State board of education, in writing, in the form prescribed and upon a blank furnished by said board, of the time of commencement of the employment of any child thereunder and, whenever such employment terminates before such child attains the age of sixteen years, of the time of the termination of such employment. Every person violating any provision of this section shall be fined not more than ten dollars. [1911 C 119 s 3]

Employer to keep certificates and list open to inspection; penalty.—Every employer or other person having control of any establishment or premises where children under sixteen years of age are employed who shall neglect to have and keep on file the certificate described in section two of this act or to show the same, with a list of the names of such children so employed, to the secretary or an agent of the State board of education, when demanded during the usual business hours, shall be fined not more than one hundred dollars. [1911 C 119 s 5]

ENFORCEMENT

Duties and powers of school authorities.—The provisions of section 4707 of the General Statutes [G S r 1902 s 4707] shall be applicable to sections one, two, and three of this act. * * * [1911 C 119 s 6]

DANGEROUS AND INJURIOUS OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; machinery.—No child under sixteen years of age shall be employed or permitted to work in operating or assisting in operating any of the following machines: Circular or band saws, wood shapers, wood jointers, planers, sandpaper or wood-polishing machinery; picker machines or machines used in picking wool, cotton, fur, hair, or any upholstery material; paper-lace machines; burnishing machines in any tannery or leather manufactory; job or cylinder printing presses having motor power other than foot; wood turning or boring machinery; stamping machines used in sheet metal and tinware manufacturing or in washer or nut factories; machines used in making corrugating rolls; dough brakes or cracker machinery of any description; wire or iron straightening machinery; rolling mill machinery; power punches or shears; washing, grinding, or mixing machinery; calendar [calender] rolls in rubber manufacturing; or laundering machinery. [1911 C 123 s 1]

Specific occupations prohibited under 16; cleaning machinery with power attached, dangerous processes, places where alcoholic liquors are manufactured, mines, etc.; constant standing prohibited for girls under 16.—No child under sixteen years of age shall be employed or permitted to work in adjusting or assisting in adjusting any belt upon any machine, or in oiling or assisting in oiling, wiping, or cleaning machinery, while power is attached, or in preparing any composition in which dangerous acids are used, or in soldering, or in the manufacture or packing of paints, dry colors, red or white lead, or in the manufacture, packing, or storing of gun or blasting powder, dynamite, nitro-glycerine, compounds, safety fuses in the raw or unvarnished state, electric fuses for blasting purposes, or any other explosive, or in or about any distillery, brewery, or other place where alcoholic liquors are manufactured, packed, wrapped, or bottled, or in the manufacture or use of any dangerous or poisonous gas or dye, or composition of lye in which the quantity thereof is injurious to health, or upon any scaffolding, or in any heavy work in any building trade or in any tunnel, mine, or quarry, or in operating or assisting to operate any emery, stone, or buffing wheel; and no female under sixteen years of age shall be employed or permitted to work in any capacity requiring such female to stand continuously. [1911 C 123 s 2 as amended by 1915 C 195]

Employment under 18 prohibited on certain elevators.—No person under eighteen years of age shall be employed or permitted to have the care, custody, or management of or to operate an elevator, either for freight or passengers, running at a speed of over two hundred feet per minute. Nothing in this section shall be construed as repealing section 2614 of the General Statutes. [1911 C 123 s 3]

Enforcement: duties of commissioner of labor and factory inspection.—It shall be the duty of the [commissioner of labor and factory inspection] to enforce the provisions of this act, to investigate all complaints of violations thereof, and to report all cases of such violation to the prosecuting officer having jurisdiction. The [commissioner of labor and factory inspection] shall, on or before the first day of December in each year, make a report to the governor of the number of such violations found and the number of prosecutions instituted thereon. [1911 C 123 s 4]

Penalty.—Every person, whether acting for himself or as agent for another, who shall employ or authorize or permit to be employed any child in violation of any of the provisions of this act shall be fined not more than one hundred dollars. [1911 C 123 s 5]

COMMERCIAL OCCUPATIONS AND INDUSTRIAL PROCESSES

HOURS OF LABOR

One day of rest in seven; exceptions.—Except in cases of emergency, it shall be unlawful for any person to require or permit any employee engaged in any commercial occupation or in the work of any industrial process to do any work of his occupation on Sunday unless such employee shall be relieved from work for one full regular working day during the six days next ensuing. [1911 C 162 s 1]

Application of act; exceptions.—This act shall not be construed as authorizing any work on Sunday not now authorized by law; nor as applying to farm or personal service, to druggists, watchmen, superintendents or managers, janitors, or persons engaged solely in transportation, nor to the sale or delivery of milk, food, or newspapers, nor to such commercial occupations or industrial processes as by their nature are required to be continuous; nor as prohibiting the doing of necessary work of inspection, repair, or care of any manufacturing or other plant or of any merchandise or stock on Sunday. [1911 C 162 s 2]

Penalty.—Any person violating any provision of this act shall be fined not more than two hundred dollars for each offense. [1911 C 162 s 3]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of minors in saloons prohibited; application of act.—No person shall employ any minor as bartender, porter, or in any other capacity in any saloon where spirituous and intoxicating liquors are kept for sale, or in the handling or delivery of any such liquors. This act shall not apply to bona fide grocery stores which handle liquors as incidental to the carrying on of such stores nor to drug stores and bona fide hotels, but its provisions shall apply to and include minors who are members of the family of any licensed person. [1913 C 11 s 1]

Penalty.—Every person who shall violate the provisions of this act shall be subject to the penalties of section 2712 of the General Statutes [quoted below]. [1913 C 11 s 2]

Penalty.—Every person convicted of a first violation of any of the provisions of the laws relating to the sale of spirituous and intoxicating liquors shall be fined not less than ten nor more than two hundred dollars; on every subsequent conviction such person shall be fined as aforesaid, or imprisoned not less than ten days nor more than six months, or both. [G S r 1902 s 2712]

Enforcement: duties and powers of prosecuting agents.—The county commissioners of each county shall appoint one or more persons residing therein, subject to the approval of a judge of the superior court, to be prosecuting agents, whose duty it shall be diligently to inquire into and prosecute all violations of the laws relating to the sale of spirituous and intoxicating liquors, who shall have and exercise in any town or city in said county the powers of grand jurors or prosecuting officers in all prosecutions for such violations, and may conduct such prosecutions personally or by attorney. * * * [G S r 1902 s 2715]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS

EMPLOYMENT CERTIFICATES

Vacation certificates may be granted children from 14 to 16; physical requirements.—Any child in good physical condition, between fourteen and sixteen years of age, on application in person to the secretary or an agent of the State board of education for a certificate of employment, shall be granted a temporary or vacation certificate, permitting the employment of said child during the summer vacation. [1913 C 211]

IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 18 in pool rooms, etc., prohibited; penalty.— * * * any proprietor or keeper of such ¹public billiard or pool room * * * who shall, at any time, permit any person under eighteen years of age to loiter in or about such room, or who shall employ any person under eighteen years of age in or about such room, shall be fined not more than fifty dollars, or imprisoned not more than thirty days, or both. [1915 C 182 s 2]

Enforcement: powers of sheriffs, police officers, etc.; penalty for hindering enforcing officer.—Any sheriff, deputy sheriff, constable, or police officer may at any time enter a public billiard or pool room for the purpose of ascertaining if the law is being violated therein, and any person who obstructs or hinders the entrance of any such officer shall be fined not more than seven dollars, or imprisoned not more than thirty days, or both. [1915 C 182 s 4]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Enforcement: appointment and duties of attendance officers.—Any board of education, town school committee, district committee of an incorporated district, joint board of selectmen and school visitors, or board of school visitors, may appoint one or more attendance officers and fix their compensation. Each such officer shall be sworn to the faithful performance of his duties and shall be under the direction of the principal or superintendent of schools of the town or district wherein he resides. He shall investigate the absence or irregular attendance of pupils from school, cause such pupils as are absent or irregular in attendance to attend school regularly, and present cases requiring prosecution for violation of the school laws to prosecuting officers. [1915 C 210]

¹ The law applies to any public billiard or pool room.

DELAWARE

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EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Attendance of every child may be required by law; exceptions.—The general assembly shall provide for the establishment and maintenance of a general and efficient system of free public schools, and may require by law that every child, not physically or mentally disabled, shall attend the public school, unless educated by other means. [Constitution article 10 s 1].

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Child labor commission abolished and labor commission established.—The Delaware child labor commission shall be abolished and the terms of office, rights, powers and duties of the members of the said Delaware child labor commission are hereby and shall be abolished, ended and terminated. A commission is hereby created and established with the powers and duties hereinafter provided, which shall be known as the “Labor Commission of Delaware.” The said commission shall consist of five members, one of whom shall be appointed from among the bona fide residents of New Castle county, one from among the bona fide residents of Kent county, and one from among the bona fide residents of Sussex county; the remaining two shall be appointed at large from among the bona fide residents of the State of Delaware. On or before the first day of April, A. D. 1915, the governor shall appoint the members of the said labor commission of Delaware provided herein, as follows: One member for a term of one year, one member for a term of two years, one member for a term of three years, one member for a term of four years and one member for a term of five years. The term of office, after the first appointments made hereunder shall be for five years, and annually, on or before the first day of April, the governor shall appoint a suitable person to fill the vacancy caused by the expiration of the

term of office. In case of vacancy caused by death, resignation, refusal to serve, or otherwise, the governor shall make appointments to fill such vacancy or vacancies for the balance of the unexpired term. [Revised Code 1915 Chapter 38 section 987 as amended by 1915 C 66]

Compensation; chairman; secretary.—The members of the commission shall receive no salary for their services. They shall annually elect one of their number as chairman of the said commission and may appoint a person not a member of the commission as secretary who may receive a salary not exceeding one hundred dollars per annum. [R C 1915 C 38 s 988 as amended by 1915 C 66]

Power to appoint officials, etc., to enforce child labor laws and laws regulating labor of women; quarterly report to be made to commission.—The commission shall have power and authority by a majority vote of the whole commission to make all appointments of officials or employees which may be under any law relating to the condition, regulation or inspection of labor of minor children, or the condition, regulation or inspection of labor of females in the State of Delaware. The officers or employees so appointed shall make quarterly reports to the commission. When, in the opinion of the majority of the whole commission, any official or employee appointed or engaged by the commission shall not perform his or her duty in a satisfactory and efficient manner, the commission shall have the power to remove the said official or employee and to appoint a new official or employee in his or her stead: *Provided however*, That no official shall be removed from office until such official shall have had a fair and impartial public hearing, and shall have been furnished with a copy of the charges and specifications of complaints upon which the action of the commission shall have been based, if such charges and specifications be requested [R C 1915 C 38 s 989 as amended by 1915 C 66]

Annual report of commission.—The commission shall furnish annually to the governor during the first week in January a full account of their expenditures, disbursements, and action[s]. Such report shall at all times be open to the inspection of the citizens of the State in the office of the secretary of State. [R C 1915 C 38 s 990 as amended by 1915 C 66]

Labor commission to formulate certificates for employment certificates, etc.; power to appoint child labor inspector.—The labor commission of Delaware shall formulate and have printed certificates and papers required in the issuing of employment certificates and the abstracts of the law relating to the hours of child labor and the conditions and hours of females in this State. The said commission shall have the power to appoint and fill vacancies in the office of the State child labor inspector, as provided by section 91 of chapter 90, of said Revised Code of the State of Delaware, and to appoint and fill vacancies in the office of the inspector as provided by section 39 of the said chapter 90 of the Revised Code of the State of Delaware. [R C 1915 C 38 s 992 as added by 1915 C 66]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Endangering life or health of minor; penalty.—Whoever * * * having the care or custody of any child, shall willfully cause or permit such child to be placed in such a situation that its life may be endangered or its health shall be likely to be injured, shall be guilty of a misdemeanor, and upon conviction thereof before any justice of the peace or court of record shall be fined not less than ten dollars or more than one hundred dollars for each and every offense. * * * [R C 1915 C 70 s 2222]

Employment under 15 in rope walking, dancing, etc., and of any minor child in injurious or immoral occupations, etc., prohibited; penalty for parent, employer, etc.—Any person having the care, custody, or control of any minor child under the age of fifteen years who shall in any manner sell, apprentice, give away, or otherwise dispose of such minor, or any person who shall take, receive, or employ such child, for the vocation or occupation of rope or wire walking or dancing, or as an acrobat or gymnast, or any person who, having the care, custody, or control of any minor child whatsoever, shall sell, apprentice, give away, or otherwise dispose of such minor, or who shall take, receive, or employ such minor, for begging or any obscene, indecent, or illegal exhibition or vocation, or any vocation injurious to the health or dangerous to the life or limb of such child engaged therein, or for the purpose of prostitution, or any person who shall retain, harbor, or employ any minor child in or about any assignation house or brothel, shall be deemed guilty of a misde-

REGULATED OCCUPATIONS

EMPLOYMENT CERTIFICATES, PERMITS, AND BADGES

School authorities to issue certificates, etc.—The county superintendents of public schools and the superintendent of public schools of the city of Wilmington, or some person designated by them, shall issue employment certificates, permits and badges, and the principals or chief executives of the several public schools shall make out and sign school records, required by the laws regulating child labor, as provided by * * * [s 3144-3192] of chapter 90. [R C 1915 C 71 s 2325]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Ten hours a day, 55 a week, 8 a night for night work; certain canning industries exempted; exception.—No female shall be employed or permitted to work in any mercantile, mechanical or manufacturing establishment, laundry, baking or printing establishment, telephone and telegraph office or exchange, more than ten hours in any one day, or more than fifty-five hours in any one week. If any part of a female's daily employment is performed between the hours of eleven o'clock p. m. and seven o'clock a. m. of the following day, no such female shall be employed or permitted to work thereat, more than eight hours in any twenty-four hours. The provisions of sections * * * [3135-3143], inclusive, of this chapter, shall not apply to females employed in the canning or preserving or preparation for canning or preserving of perishable fruits and vegetables. And said female may be permitted to work twelve hours in one day only of each week, if her total hours of employment for any week shall not exceed fifty-five hours. [R C 1915 C 90 s 3135]

Total number of hours when employed by more than one employer not to exceed legal maximum.—Where a female is employed in the same day or week by more than one concern or employer in any establishment or occupation named in section * * * [3135] of this chapter, the total time of employment must not exceed that allowed per day or week in a single establishment or occupation. It shall be the duty of the employer to make diligent inquiry as to such previous or other employment of such female employee elsewhere, and as to the hours of such employment. Any person who shall require or permit a female to work in excess of the total time of employment permitted by this chapter shall be liable for a violation thereof, and the employment of such female employee in excess of the total time of employment permitted by law shall be presumed, in the absence of evidence to the contrary, to be with knowledge of such violation. [R C 1915 C 90 s 3136]

Maximum of 6 consecutive hours; exception.—No female shall be employed or permitted to work for more than six hours continuously at one time in any establishment or occupation named in section * * * [3135] of this chapter, without an interval of at least three-quarters of an hour; except that such female may be so employed for not more than six and one-half hours continuously at one time if such employment ends not later than half past one o'clock in the afternoon and if she is then dismissed for the remainder of the day. [R C 1915 C 90 s 3137]

Hours to be posted.—Every employer shall post and keep posted in a conspicuous place in every room in any establishment or occupation named in section * * * [3135] of this chapter, in which any females are employed, a printed notice stating the number of hours such females are required or permitted to work on each day of the week, the hours of beginning and stopping such work, and the hours of beginning and ending the recess allowed for meals. The printed form of such notice shall be furnished by the said inspector. The employment of such female for a longer time in any day than that stated in the printed notice shall be deemed a violation of the provisions of sections * * * [3135-3143], inclusive, of this chapter. The presence of any such female on the premises at any other hours than those stated in the printed notice shall constitute prima facie evidence of a violation of said sections. Where the nature of the business makes it impracticable to fix the recess allowed for meals at the same time for all females employed, the inspector authorized to enforce said sections may issue a permit dispensing with the posting of the hours when the recess allowed for meals begins and ends, and requiring only the posting of the total number of hours which females are required or permitted to work on each day of the week and the hours of beginning and stopping such work. Such permit shall be kept by

such employer upon such premises and exhibited to all inspectors authorized to enforce said sections. [R C 1915 C 90 s 3138]

ENFORCEMENT AND PENALTY

Appointment of inspector.—The labor commission of Delaware is authorized and directed, on or before the first day of May, A. D. 1915, and every four years thereafter, to appoint one inspector to carry out the purposes of sections * * * [3135–3143], inclusive, of this chapter. * * * The inspector provided for in this section shall be an assistant to the child labor inspector and shall be under the jurisdiction of the labor commission of Delaware as provided in * * * [R C 1915 C 38 s 989 as reenacted by 1915 C 66]. [R C 1915 C 90 s 3139 as amended by 1915 C 220]

Powers of inspector.—The inspector authorized by section * * * [3139] of this chapter, may in the discharge of the inspector's duties enter any place, building or room where any labor is being performed by females which is affected by the provisions of sections * * * [3135–3143], inclusive, of this chapter, whenever such inspector may have reasonable cause to believe that any such labor is being performed therein. [R C 1915 C 90 s 3140]

Duties of inspector; annual reports to board of health.—The said inspector shall visit and inspect the establishments and places of employment named in section * * * [3135] as often as practicable, during reasonable hours, and shall cause the provisions of sections * * * [3135–3143], inclusive, of this chapter, to be enforced therein, and shall report any cases of illegal employment, contrary to the provisions of said sections, to the attorney general; the said inspector shall report in writing, at least once every year to the State board of health. The said report shall show: 1. The number of establishments in the State where females are employed. 2. The number of females employed. 3. The number of inspection visits made. 4. The number of violations. 5. The number and dispositions of prosecutions under said sections, and in addition thereto, any matters in the knowledge of the said inspector pertinent to the purpose and enforcement of said sections. The State board of health shall incorporate such report or reports in its regular biennial printed report. [R C 1915 C 90 s 3141]

Penalty.—Whoever violates or does not comply with any of the provisions of sections * * * [3135–3143], inclusive, of this chapter, shall upon conviction be punished for a first offense by a fine of not less than twenty dollars nor more than fifty dollars; for a second offense, by a fine not less than fifty dollars nor more than two hundred dollars; for a third offense by a fine of not less than two hundred and fifty dollars. [R C 1915 C 90 s 3142]

Constitutionality of act.—The invalidity of any portion of sections * * * [3135–3143], inclusive, of this chapter, shall in no way affect the validity of any other portion thereof, which can be given effect without such invalid part. [R C 1915 C 90 s 3143]

CANNING INDUSTRIES

MINIMUM AGE

Employment under 12 prohibited; establishments canning or packing perishable fruits and vegetables excepted.—No child under twelve years of age shall be employed, permitted or suffered to work in, about or in connection with any canning or packing establishment other than those engaged in canning or packing perishable fruits and vegetables. [R C 1915 C 90 s 3144]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

MINIMUM AGE

Employment under 14 prohibited in these occupations and in tenement houses, messenger service, etc.—No child under fourteen years of age shall be employed, permitted or suffered to work in, about or in connection with any (1) mill, (2) factory, (3) workshop, (4) mercantile or mechanical establishment, (5) tenement-house, [sic] manufactory or workshop, (6) office, (7) office building, (8) restaurant, (9) boarding-house, (10) bakery, (11) barber shop, (12) hotel, (13) bootblack stand establishment, (14) public stable, (15) garage, (16) laundry, (17) or as a driver, (18) or in any brick or lumber yard, (19) or in the construction or repair of buildings, (20) or in the transmission of messages. [R C 1915 C 90 s 3145]

ALL OCCUPATIONS

MINIMUM AGE

Employment under 14 during school hours prohibited.—It shall be unlawful for any person, firm or corporation to employ, permit or suffer to work any child under fourteen years of age in any business or service whatever during any of the hours when the public schools of the district in which the child resides are in session under the provisions of any compulsory school law of the State. [R C 1915 C 90 s 3146]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE AND SPECIAL PERMITS

Specific occupations prohibited under 14; machinery, etc.—No child under the age of fourteen years shall be employed, permitted or suffered to work at any of the following occupations or in any of the following positions: (1) Adjusting any belt to any machinery, (2) sewing or lacing machine belts in any workshop or factory, (3) oiling, wiping or cleaning machinery in motion or assisting therein; (4) operating or assisting in operating any of the following machines: (a) Circular or hand [sic] saws; (b) wood shapers; (c) wood jointers; (d) planers; (e) sandpaper or wood-polishing machinery; (f) wood turning or boring machinery; (g) picker machines or machines used in picking wool, cotton, hair or any other material; (h) carding machines; (i) paper-lace machines; (j) leather burnishing machines; (k) job or cylinder printing presses operated by power other than foot power; (l) boring or drill presses; (m) stamping machines used in sheet-metal and tin-ware or in paper and leather manufacturing, or in washer and nut factories; (n) metal or paper cutting machines; (o) corner staying machines in paper box factories; (p) corrugating rolls, such as are used in corrugated paper, roofing or washboard factories; (q) steam boilers; (r) dough brakes or cracker machinery of any description; (s) wire or iron straightening or drawing machinery; (t) rolling mill machinery; (u) power punches or shears; (v) washing, grinding or mixing machinery; (w) calendar [calender] rolls in paper and rubber manufacturing; (x) laundering machinery; (5) or in proximity to any hazardous or unguarded belts, machinery or gearing; (6) or upon any railroad, whether steam, electric or hydraulic; (7) or upon any vessel or boat engaged in navigation or commerce within the jurisdiction of this State. [R C 1915 C 90 s 3147]

Specific occupations prohibited under 15; dangerous processes, mines, etc.; permits required for appearance of children under 16 in theatrical exhibitions.—No child under the age of fifteen years shall be employed, permitted or suffered to work in any capacity (1) in, about or in connection with any process in which dangerous or poisonous acids are used; (2) nor in the manufacture or packing of paints, colors, white or red lead; (3) nor in occupations causing dust in injurious quantities; (4) nor in the manufacture or use of dangerous or poisonous dyes; (5) nor in the manufacture or preparation of compositions with dangerous or poisonous gases; (6) nor in the manufacture or use of compositions of lye in which the quantity thereof is injurious to health; (7) nor on scaffolding; (8) nor in heavy work in the building trades; (9) nor in any tunnel or excavation; (10) nor in, about or in connection with any mine, coal breaker, coke oven or quarry; (11) nor in any other occupation dangerous to the life and limb, or injurious to the health or morals of such child; (12) nor shall any child under the age of sixteen years be employed upon the stage of any theater or concert hall or in connection with any theatrical performance or other exhibition or show: *Provided however*, That the State child labor inspector may issue a permit allowing a child under age to appear in connection with theatrical performances or other exhibitions or shows for a period not exceeding two weeks, when, in his opinion, such permit is justified by the evidence presented to him. [R C 1915 C 90 s 3148]

REGULATED OCCUPATIONS

EMPLOYMENT CERTIFICATES AND RECORDS

Certificates required under 16; lists of boys under 16 and girls under 18 to be posted.—No child under sixteen years of age shall be employed, permitted or suffered to work in, about or in connection with any establishment or occupation named in sections * * * [3144, 3145, and 3146] of this chapter, unless the person, firm or corporation

employing such child procures or keeps on file, and accessible to the State child labor inspector, the employment certificate as hereinafter provided, issued to said child; and keeps two complete lists or card indices of the names, together with the ages of all boys under sixteen years of age and all girls under eighteen years of age employed in or for such establishment or in such occupation, one on file and one conspicuously posted near the principal entrance of the place or establishment in which such children are employed, and unless such employment, permission or sufferance to work in, about or in connection with said establishments or occupations shall be in accordance with the terms and regulations laid down for said employment certificates as hereinafter provided, which employment certificates and lists shall be produced for inspection of the State child labor inspector at all reasonable times upon his request. [R C 1915 C 90 s 3149]

Certificates to be returned to recording office; records of issuing office; new certificates.—On termination of the employment of a child under sixteen years of age, the employment certificate issued to such child shall be returned by registered mail by the employer to the official issuing the same within twenty-four hours if said return is demanded by said child and otherwise within fifteen days of the termination of said employment; and the official to whom said certificate is so returned shall file said certificate and preserve the same, and on the return of said certificate shall notify the State child labor inspector. Any child whose employment certificate has been returned as above provided shall be entitled to a new certificate without reexamination, and such reissue of a certificate shall be subject to all the conditions as to recording and reporting governing the original issue. [R C 1915 C 90 s 3150]

School authorities to issue certificates; exceptions; method of issuing; general and vacation certificates.—An employment certificate shall be issued either by the superintendent of public schools of the city of Wilmington or one of the superintendents of the public schools of either of the counties of this State, or by some person designated in writing by one of said superintendents. Such designation in writing may be revoked by the superintendent giving the same at any time at his pleasure. The said superintendents, upon designating in writing an authority to some other person to issue said employment certificates, shall upon said designation, immediately notify the State child labor inspector of said designation, and upon revoking any such designation, said superintendent shall immediately notify the State child labor inspector of said revocation. The State child labor inspector shall at all times keep on file in his office a list of all persons designated in writing by any said superintendents as having authority to issue said employment certificates and of the revocations of said designation. The employment certificate shall be issued only upon the application in person of the parent, guardian or legal custodian of the child desiring such employment, or if said child have no parent, guardian or legal custodian, then by next friend, but no certificate shall be issued by any person for any child then in, or about to enter such person's own employment, or the employment of a firm or corporation in [of] which said person is a member, officer or employee. Employment certificates shall be of two classes; general employment certificates and vacation employment certificates. General employment certificates shall entitle the child to work during the entire year; vacation employment certificates shall entitle the child to work during the entire year, excepting such days thereof as said child is required to attend public or private schools under the provisions of the laws now in force, or hereafter to be enacted. [R C 1915 C 90 s 3151]

Age, school, and health records required.—The person authorized to issue an employment certificate shall not issue such certificate until he has received, examined, approved and filed the following papers, duly executed, viz.:

1. The school record of such child properly filled out and signed, as provided in section * * * [3155] of this chapter.

2. A certificate signed by a physician appointed by the public school board or committee of the district wherein said child resides, stating that such child has been examined by him and, in his opinion, has reached the normal development of a child of its age, and is in sufficiently sound health and physically able to be employed in any of the occupations or processes in which a child between twelve and sixteen years of age may be legally employed.

3. Evidence of age showing that the child is twelve years old or upwards, which shall consist of one of the following proofs of age, and shall be required in the order herein designated as follows: (a) A duly attested transcript of the birth certificate filed according to law with a board of health or other board or officer charged with the duty of recording births, which certificate shall be prima facie evidence of the age of such child. (b) A passport or a duly attested transcript of a certificate of baptism

engaged in such trade, process, manufacture or occupation, so determined by the board of health to be dangerous to the lives or limbs or injurious to the health or morals of children under fifteen years of age, shall have the right of appeal from said determination to the superior court of the State of Delaware in and for either county thereof. [R C 1915 C 90 s 3161]

INTOXICATING LIQUORS

MINIMUM AGE

Employment under 21 in saloons, etc., prohibited.—No person under twenty-one years of age shall be employed, permitted or suffered to work in, about or in connection with any saloon or bar room where intoxicating liquors are sold. [R C 1915 C 90 s 3162]

ALL OCCUPATIONS

MINIMUM AGE AND SEATS FOR GIRLS

Constant standing prohibited for girls under 18; seats to be provided.—No girl under eighteen years of age shall be employed, permitted or suffered to work in any capacity where such employment compels her to remain standing constantly, unless seats are provided. [R C 1915 C 90 s 3163]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR

Fifty-four hours a week, 6 days a week, and night work prohibited, under 16; presence to be evidence of employment.—No boy under the age of sixteen and no girl under the age of sixteen years shall be employed, permitted or suffered to work in, about or in connection with any establishment or occupation named in section * * * [3145], (1) for more than six days in any one week; (2) nor more than fifty-four hours in any week; (3) or before the hour of seven o'clock in the morning or after the hour of six o'clock in the evening. The presence of such child in any establishment during working hours shall be prima facie evidence of its employment therein. [R C 1915 C 90 s 3164]

REGULATED OCCUPATIONS

HOURS OF LABOR

Thirty minutes for midday meal required for children.—Every child employed under the provisions of sections * * * [3144–3192], inclusive, of this chapter, shall be entitled to thirty minutes for mealtime between the hours of twelve o'clock noon and one o'clock in the afternoon. [R C 1915 C 90 s 3165]

MESSENGERS IN CITIES

HOURS OF LABOR

Night work prohibited under 18.—In all cities having a population of twenty thousand or over, no person under the age of eighteen years shall be employed, permitted or suffered to work as a messenger for telegraph, telephone or messenger companies in the distribution, transmission or delivery of goods or messages before six o'clock in the morning or after ten o'clock in the evening of any day. [R C 1915 C 90 s 3166]

REGULATED OCCUPATIONS

HOURS OF LABOR

Sections of law relating to hours of labor to be posted where children under 18 are employed.—Every employer shall post and keep posted in a conspicuous place in every establishment wherein any person under the age of eighteen years is employed, permitted or suffered to work, a printed copy of sections * * * [3144–3192]

inclusive, of this chapter, relative to the hours of labor. Such copies shall be formulated and printed by the said labor commission and furnished by the said labor commission on the application of any such employer. [R C 1915 C 90 s 3167 as amended by 1915 C 221]

STREET TRADES IN CITIES

MINIMUM AGE

Employment of boys under 12 and girls under 14 in selling newspapers, magazines, or periodicals prohibited.—No boy under twelve years of age, and no girl under fourteen years of age shall, in any city having a population of twenty thousand or over, distribute, sell, expose, or offer for sale (1) newspapers, (2) magazines or (3) periodicals in any street or public place. [R C 1915 C 90 s 3168]

Employment of boys under 14 and girls under 16 in any other street trade, etc., regulated.—No boy under fourteen years of age and no girl under sixteen years of age shall, in any city having a population of twenty thousand or over, be employed, or permitted or suffered to work at any time as (1) bootblack, or (2) in any other trade or occupation performed in any street or public place, (3) in the distribution of handbills or circulars, or (4) any other articles except newspapers, magazines and periodicals, except as hereinafter provided. [R C 1915 C 90 s 3169]

PERMITS AND BADGES

Permits and badges required for boys under 14 and girls under 16; issued by school authorities; method of securing; school attendance required.—No boy under fourteen years of age and no girl under sixteen years of age, shall, in any city having a population of twenty thousand or over, distribute, sell, expose or offer for sale in any street or public place any (1) newspapers, (2) magazines, (3) or periodicals, (4) or work in any of the trades or occupations mentioned in section * * * [3169], unless he or she complies with all of the legal requirements concerning school attendance, and unless a permit and badge as hereinafter provided shall have been issued to him by the superintendent of public schools of the city of Wilmington or of the county in which such child resides, or by some person designated in writing by said superintendent, upon the application in person of the parent, guardian, or custodian of the child desiring such permit and badge, or in case said child has no parent, guardian or custodian, then upon the application of his or her next friend, being an adult. [R C 1915 C 90 s 3170]

Age and school records and physical and mental competence for the work required; records of issuing office.—Such permit and badge shall not be issued until the officer issuing the same shall have received, examined, approved and filed the following papers, duly executed, viz.:

(1) Evidence that such child is of age required by sections * * * [3169 or 3170],¹ as the case may be. Such evidence of age shall consist of the proof of age required for the issuing of an employment certificate as specified in section * * * [3152], subdivision (3), of this chapter.

(2) The written statement of the principal or chief executive officer of the school which the child is attending, stating that such child is an attendant at such school with the grade such child shall have attained, and that he or she has reached the normal development of a child of its age and sex and is physically and mentally fit for such employment and that it is able to do such work beside the regular school work required by law.

After having received, examined and placed on file such papers, the person shall issue to the child a permit and badge: *Provided*, That in the case of a child between the ages of fourteen and sixteen having an employment certificate, such certificate shall be accepted by the person issuing such permit and badge in lieu of any other requirements. Lists of permits and badges shall be forwarded, filed and kept in the office of the superintendent of public schools in the city or county where such boy resides, in the same manner as the lists of employment certificates as herein provided. [R C 1915 C 90 s 3171]

Contents of permit and badge.—Such permit shall state the name and the date and place of birth of the child, the name and address of the parent or guardian or custodian or next friend making application for such permit, and shall describe the color

¹The sections referred to should probably be sections 3168 and 3169.

of the hair and eyes, the height and weight, and any distinguishing facial marks of such child, and shall further state that the papers required by the preceding sections have been duly examined and signed, and that the child named in such permit has personally appeared before the person issuing the permit. The badge furnished by the person issuing the permit shall bear on its face a number corresponding to the number of the permit and the name of the child. Every such permit and every such badge on its reverse side shall be signed in the presence of the person issuing the same by the child in whose name it is issued. [R C 1915 C 90 s 3172]

Badge to be worn conspicuously; nontransferable.—The badge provided for herein shall be worn conspicuously at all times by such child while so working. All such permits and badges shall expire annually on the first day of January, and no such permit or badge shall be authority beyond the period fixed therein for its duration. The color of the badge shall be changed each year. No child to whom such permit and badge are issued shall transfer the same to any other person. He shall exhibit the same upon demand at any time to the State child labor inspector. [R C 1915 C 90 s 3173]

HOURS OF LABOR

Employment under 16 during school hours and night work prohibited.—No child under sixteen years of age to whom a permit and badge are issued as provided for in the preceding sections shall distribute, sell, expose, or offer for sale, any newspapers, magazines or periodicals, or work at any of the trades or occupations mentioned in section * * * [3170], in any street or public place (1) after eight o'clock in the evening, (2) or before six o'clock in the morning, (3) nor during the hours when the public schools in the city in which such child resides are in session, unless provided with an employment certificate. [R C 1915 C 90 s 3174]

PENALTIES AND EXCEPTIONS

Child violating act deemed delinquent; revocation of permit and badge; refusal to surrender permit, etc.; newsboys exempted.—Any child in any city having a population of twenty thousand or over who shall distribute, sell, expose or offer for sale newspapers, magazines or periodicals or shall work at any of the trades or occupations mentioned in section * * * [3169], in violation of any of the provisions of sections * * * [3144–3192], inclusive, of this chapter, shall be deemed delinquent, and may be arrested and brought before the juvenile court, if there be any juvenile court in the city where such child resides; or, if not, before any justice of the peace of the State of Delaware, and shall be dealt with according to law. Upon the recommendation of the principal or chief executive officer of the school which such child is attending, or upon the complaint of the State child labor inspector or probation officer of a juvenile court, the permit of any child who violates any of the provisions of said sections, or who becomes delinquent or fails to comply with all the legal requirements concerning school attendance, may be revoked by the person issuing the same, for a period of six months, and [the] badge taken from such child. The refusal of any child to surrender such permit and badge, or the working at any of the occupations above mentioned in any street or public place by any child after notice of the revocation of such permit, shall be deemed a violation of said sections. The provisions for badges in this and preceding sections shall not apply in the case of newsboys. [R C 1915 C 90 s 3175]

ENFORCEMENT

Duties of State child labor inspector.—The State child labor inspector or any inspector authorized by him shall enforce the provisions of the preceding sections [3168–3175] relating to the employment of children in street trades. [R C 1915 C 90 s 3176]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of State child labor inspector.—The State child labor inspector may visit and inspect at any time any place of employment mentioned in sections * * * [3144–3192], inclusive, of this chapter, and shall ascertain whether any minors are employed therein contrary to the provisions of said sections; and he shall report weekly to the school authorities any cases of children under sixteen years of age dis-

charged for illegal employment. It shall be the duty of the State child labor inspector to make complaints against any person violating any of the provisions of said sections and to prosecute the same. This shall not be construed as a limitation upon the right of other persons to make and prosecute such complaints. [R C 1915 C 90 s 3177]

Failure to produce certificates and lists to be evidence of illegal employment.—A failure by an employer to produce to the State child labor inspector any employment certificate or list required by sections * * * [3144–3192], inclusive, of this chapter, shall be prima facie evidence of the illegal employment of any child whose employment certificate is not produced or whose name is not so listed. [R C 1915 C 90 s 3178]

APPLICATION OF ACT AND EMPLOYMENT PERMITS

Act not to interfere with manual training or industrial education in schools; exemptions on account of poverty by special permit.—Nothing in sections * * * [3144–3192], inclusive, of this chapter, shall prevent children of any age receiving industrial education furnished by the United States, this State or any city or town in the State, and duly approved by the State board of education or by a school board or committee or other duly constituted public authority. In any case where the labor of a child under the age as specified in said sections is necessary to assist in the support of itself or its family, because of the death of a parent or the illness of a parent, or for any other unavoidable cause, the State child labor inspector shall present the case of such child to the judge of the juvenile court of the city of Wilmington, or to the resident judge of the county in which such child resides, and also to the agent of the society for the prevention of cruelty to children; and if said judge and said agent shall sign a permit for said purpose, the said child shall be allowed to work for not exceeding one year from the date of said permit; and said permit may be renewed by said judge and said agent from year to year. The State child labor inspector shall make report of all such cases to the commission, both in his quarterly report and at any stated meeting of said commission called prior to the time of filing said quarterly report. [R C 1915 C 90 s 3179]

PENALTIES

Illegal employment; employer, parent, etc.—Any person, firm or corporation, agent or manager of any firm or corporation, who, whether for himself or for such firm or corporation, or by himself, or through agents, servants, or foremen, employs any child, and whoever, having under his control as parent, guardian, custodian or otherwise, any child, permits or suffers such child to be employed or to work in violation of the provisions of sections * * * [3144–3192], inclusive, of this chapter, shall, for a first offense, be punished by a fine of not less than five dollars nor more than fifty dollars; for a second offense by a fine of not less than fifty dollars nor more than two hundred dollars, or by imprisonment for not more than thirty days, or by both such fine and imprisonment; for a third offense by a fine of not less than two hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment. [R C 1915 C 90 s 3180]

Employment after notification.—Whoever continues to employ any child in violation of any of the provisions of sections * * * [3144–3192], inclusive, of this chapter, after being notified thereof in writing by the State child labor inspector, shall, for every day thereafter that such employment continues, be fined not less than five nor more than twenty dollars. [R C 1915 C 90 s 3181]

Retention of employment certificates by employer.—Any person, firm or corporation retaining an employment certificate in violation of section * * * [3150] of this chapter shall be fined not less than five nor more than fifty dollars. [R C 1915 C 90 s 3182]

Failure to keep file of employment certificates and post lists.—Every employer who fails to procure and keep on file employment certificates for all children employed under the age of sixteen years, or who fails to keep and post lists, as provided in section * * * [3149] of this chapter, shall be fined not less than five dollars nor more than one hundred dollars. [R C 1915 C 90 s 3183]

Failure to post law relating to hours.—Any employer who fails to post and keep posted the printed notices required by section * * * [3167] of this chapter in the manner therein specified shall be fined not less than five dollars nor more than fifty dollars. [R C 1915 C 90 s 3184]

Hindering inspector.—Any person, firm or corporation who (1) hinders or delays the State child labor inspector in the performance of his duties, (2) or refuses to admit

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FACTORIES, WORKSHOPS, MERCANTILE ESTABLISHMENTS, ETC.

MINIMUM AGE AND HOURS OF LABOR

Employment under 14 prohibited in these occupations, in theaters, bootblack stands, messenger service, etc., and in any gainful work during school hours or at night; exceptions; permits may be granted children from 12 to 14 on account of poverty.—No child under fourteen years of age shall be employed or permitted to work in the District of Columbia in any factory, workshop, mercantile establishment, store, business office, telegraph or telephone office, restaurant, hotel, apartment house, club, theater, bowling alley, laundry, bootblack stand, or in the distribution or transmission of merchandise or messages. No such child shall be employed in any work performed for wages or other compensation, to whomsoever payable, during the hours when the public schools of the District of Columbia are in session, nor before the hour of six o'clock in the morning or after the hour of seven o'clock in the evening: *Provided*, That the provisions of this section shall not apply to children employed in the service of the Senate: *And provided further*, That the judge of the juvenile court of said District may, upon the application of the parent, guardian, or next friend of said child, issue a permit for the employment of any child between the ages of twelve and fourteen years at any occupation or employment not in his judgment dangerous or injurious to the health or morals of such child, upon evidence satisfactory to him that the labor of such child is necessary for its support, or for the assistance of a disabled, ill, or invalid father or mother, or for the support in whole or in part of a younger brother or sister or a widowed mother. Such permits shall be issued for a definite time, but they shall be revocable at the discretion of the judge by whom they are issued or by his successor in office. Hearings for granting and revoking permits shall be held upon such notice and under such rules and regulations as the judge of said court shall prescribe. [Code 1911 page 441 section 1]

Court decision.—This section was held constitutional. Newspapers are not merchandise and their delivery is not a violation of this section.—District of Columbia v. Reider, Juvenile Court of the District of Columbia (1908).

EMPLOYMENT CERTIFICATES

Certificates and lists required under 16; lists to be posted.—No child under sixteen years of age shall be employed or permitted to work in the District of Columbia in any of the establishments named in section one, unless the person or corporation employing him procures and keeps on file and accessible to the inspectors authorized by this act [pp 441–445 s 1–17] and the truant officers of the District of Columbia an

age and schooling certificate, and keeps two complete lists of all such children employed therein, one on file and one conspicuously posted near the principal entrance of the building in which such children are employed. [C 1911 p 441 s 2]

School authorities to issue certificates.—An age and schooling certificate shall be approved only by the superintendent of public schools, or by a person authorized by him in writing, who shall have authority to administer the oath provided for therein, but no fee shall be charged therefor. [C 1911 p 441 s 3]

Evidence to be required.—No age and schooling certificate shall be approved unless satisfactory evidence is furnished by duly attested transcript of the certificate of birth or baptism of such child, or other religious record, or the register of birth or the affidavit of the parent or guardian or custodian of a child, which affidavit shall be required, however, only in case such last-mentioned transcript of the certificate of birth be not procured and filed, showing the place and date of birth of such child, which affidavit must be taken before the officer issuing the employment certificate, who is hereby authorized and required to administer such oath, and who shall not demand or receive a fee therefor. [C 1911 p 441 s 4]

Contents of certificates; educational and physical requirements; records of issuing office; exception to requirement of school certificate.—The age and schooling certificate of a child under sixteen years of age shall be in the following form:

AGE AND SCHOOL CERTIFICATE

This certifies that I am the (father, mother, guardian, or custodian) of (name of child) and that he or she was born at (name of town or city) in the county (name of county, if known) and State (or country) on the (day and year of birth) and is now (number of years and months) old.
Signature of (father, mother, guardian, or custodian).

(Date.)

There personally appeared before me the above-named (name of person signing) and made oath that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge and belief. I hereby approve the foregoing certificate of (name of child); complexion (fair or dark),; hair (color), having no sufficient reason to doubt that (he or she) is of the age therein certified, I hereby certify that (he or she) can read at sight and can write legibly simple sentences in the English language, and that (he or she) has reached the normal development of a child of (his or her) age, and is in sound health and is physically able to perform the work which (he or she) intends to do, and that (he or she) has regularly attended the public schools, or a school equivalent thereto, for not less than one hundred and thirty days during the school year previous to applying for such school record, or during the year previous to applying for such school record, and has received during such period instruction in reading, spelling, writing, and arithmetic.

This certificate belongs to (name of child in whose behalf it is drawn) and is to be surrendered to (him or her) whenever (he or she) leaves the service of the corporation or employer holding the same, but if not claimed by said child within thirty days from such time it shall be returned to the superintendent of schools.

(Signature of person authorized to approve and sign, with official character of authority.)

(Date.)

A duplicate of each age and schooling certificate shall be filled out and kept on file by the superintendent of public schools. Any explanatory matter may be printed with such certificate, in the discretion of said superintendent: *Provided*, That in exceptional cases the judge of the juvenile court, upon the recommendation of the superintendent of public schools, or the person authorized to act for him, may, in writing, waive the necessity of the schooling certificate provided for in this act [pp 441-445 s 1-17] and in such cases the age certificate shall entitle the holder to be employed without a violation of this act. [C 1911 p 442 s 5]

PENALTIES

Violation by employer, parent, etc.; failure to produce certificates and lists; retention of certificates by employer; false statements.—Whoever employs a child or permits a child to be employed in violation of sections one, two, eight, or nine of this act [pp 441-445 s 1-17] shall be deemed guilty of a misdemeanor and, for such offense, be fined not more than fifty dollars; and whoever continues to employ any child in violation of any of said sections of this act, after being notified by an inspector

authorized by this act, or a truant officer of the District of Columbia, shall for every day thereafter that such employment continues be fined not more than twenty dollars. A failure to produce to an inspector authorized by this act, or a truant officer of the District of Columbia, any age or schooling certificate or list required by this act shall be prima facie evidence of illegal employment of any person whose age and schooling certificate is not produced or whose name is not listed. Any corporation or employer retaining any age and schooling certificate in violation of section five of this act shall be fined not more than twenty dollars. Every person authorized to sign the certificate prescribed by section five of this act who knowingly certifies to any materially false statement therein shall be fined not more than fifty dollars. [C 1911 p 442 s 6]

ENFORCEMENT

Duties of inspectors and truant officers.—The inspectors authorized by this act [pp 441–445 s 1–17] and the truant officers of the District of Columbia shall visit the establishments named in section one and ascertain whether any minors are employed therein contrary to the provisions of this act, and they shall report any cases of such illegal employment to the superintendent of public schools and the corporation counsel of the District of Columbia. The inspectors authorized by this act and the truant officers of the District of Columbia shall require that the age and schooling certificates and lists provided for in this act of minors employed in the establishments named in section one shall be produced for their inspection. [C 1911 p 443 s 7]

HOURS OF LABOR

Eight hours a day, 48 a week, and night work prohibited, under 16.—No minor under sixteen years of age shall be employed, permitted, or suffered to work in any of the establishments named in section one more than eight hours in any one day, or before the hour of six o'clock antemeridian, or after the hour of seven o'clock postmeridian, and in no case shall the number of hours exceed forty-eight in a week. [C 1911 p 443 s 8]

Hours to be posted.—Every employer shall post in a conspicuous place in every room where such persons are employed a printed notice, stating the number of hours required of them on each day of the week, the hours of commencing and stopping work, and the hours when the time or times allowed for dinner or for other meals begin and end. The printed form of such notice shall be furnished by the inspectors authorized by this act [pp 441–445 s 1–17] and the truant officers of the District of Columbia, and the employment of any such person for a longer time in any day than that so stated shall be deemed a violation of this section. [C 1911 p 443 s 9]

ENFORCEMENT

Appointment of 2 inspectors.—The commissioners of the District of Columbia are hereby authorized to appoint two inspectors to carry out the purposes of this act [pp 441–445 s 1–17], at a compensation not exceeding one thousand two hundred dollars each per annum. [C 1911 p 443 s 10]

NOTE.—[These inspectors have not as yet been appointed because of lack of appropriations. Their duties, however, are being discharged by two privates of the Metropolitan police, as provided by act of Congress approved March 2, 1911 (36 United States Statutes at Large, p. 990).]

STREET TRADES

MINIMUM AGE

Specific trades prohibited for boys under 10 and girls under 16.—No male child under ten, and no girl under sixteen years of age shall exercise the trade of bootblacking, or sell or expose or offer for sale any newspapers, magazines, periodicals, or goods, wares, or merchandise of any description whatsoever, upon the streets, roads, or highways, or in any public place within the District of Columbia. [C 1911 p 444 s 11]

PERMITS AND BADGES

Permit and badge required; issued by school authorities; application of parent or guardian required.—No male child under sixteen years shall exercise the trade of bootblacking or sell or expose or offer for sale any newspapers, magazines, periodicals or goods,

ware or merchandise of any description whatsoever upon the streets, roads, or highways, or in any public place within the District of Columbia unless a permit and badge as hereinafter provided shall have been issued to him by the superintendent of public schools of the District of Columbia, or by a person authorized by him in writing for that purpose upon the application of the parent, guardian, or other person having the custody of the child desiring such a permit and badge, or in case said child has no parent, guardian, or custodian, then on the application of his next friend, being an adult. [C 1911 p 444 s 12]

Age and school certificates required.—Such permit and badge shall be issued free of charge to the applicant, but shall not be issued until an age and schooling certificate shall have been issued as provided in this act [pp 441–445 s 1–17]. [C 1911 p 444 s 13]

Contents of permit and badge; badge to be worn conspicuously; nontransferable.—Such permit shall state the date and place of birth of the child, the name and address of its parent, guardian, custodian, or next friend, as the case may be, and describe the color of hair and eyes, the height and weight, and any distinguishing facial mark of such child, and shall further state that the age and schooling certificate has been duly examined and filed, and that the child named in such permit has appeared before the officer issuing the permit. The badge furnished by the officer issuing the permit shall bear on its face a number corresponding to the number of the permit and the name of the child. Every such permit, and every such badge on its reverse side, shall be signed in the presence of the officer issuing the same by the child in whose name it is issued. The badge provided for herein shall be worn conspicuously at all times by such child while so working, and all such permits and badges shall expire annually on the first day of January. The color of the badge shall be changed each year. No child to whom such permit and badge are issued shall transfer the same to any other person, nor be engaged in the District of Columbia in any of the trades or occupations mentioned in this section without having conspicuously upon his person such badge, and he shall exhibit the same upon demand to any police or truant officer or to the inspectors in this act [pp 441–445 s 1–17] provided for. [C 1911 p 444 s 14]

HOURS OF LABOR

Night work prohibited for boys under 16.—No child to whom a permit and badge are issued as provided for in the preceding sections [s 12–14] shall sell or expose or offer for sale any newspapers, magazines, or periodicals or goods, wares, or merchandise of any description whatever after ten o'clock in the evening or before six o'clock in the morning. [C 1911 p 445 s 15]

THEATRICAL EXHIBITIONS

MINIMUM AGE, EMPLOYMENT CERTIFICATES, AND HOURS OF LABOR

Employment of minors permitted in theatrical exhibitions with consent of District commissioner.—Nothing in this act [pp 441–445 s 1–17] contained shall apply to the employment of any child in a theatrical exhibition, provided the written consent of one of the commissioners of the District of Columbia is first obtained. Such consent shall specify the name of the child, its age, the names and residence of its parents or guardians, together with the place and character of the exhibition. [C 1911 p 445 s 16]

REGULATED OCCUPATIONS

ENFORCEMENT

Jurisdiction of juvenile court.—The juvenile court of the District of Columbia is hereby given jurisdiction in all cases arising under this act [pp 441–445 s 1–17]. [C 1911 p 445 s 17]

Police to enforce provisions of child labor law.—The major and superintendent of police shall hereafter detail two privates¹ of the Metropolitan police for the enforcement of the provisions of the act "to regulate the employment of child labor in the District of Columbia," approved May twenty-eighth, nineteen hundred and eight [C 1911 pp 441–445 s 1–17]. [36 United States Statutes at Large page 990]

¹ These privates of the Metropolitan police are discharging the duties of the inspectors for whom provision is made in section 10, page 443, of the Code of 1911.

PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 14 as circus rider, ropewalker, street singer, etc., prohibited; penalty for parent, employer, etc.—Any person * * * having in his custody or control a child under the age of fourteen years, who shall in any way dispose of it with a view to its being employed as an acrobat, or a gymnast, or a contortionist, or a circus rider, or a ropewalker, or in any exhibition of like dangerous character, or as a beggar, or mendicant, or pauper, or street singer, or street musician; or any person who shall take, receive, hire, employ, use, exhibit, or have in custody any child of the age last named for any of the purposes last enumerated, shall be deemed guilty of a misdemeanor, and, when convicted thereof, shall be subject to punishment by a fine of not more than two hundred and fifty dollars, or by imprisonment for a term not exceeding two years, or both. [C 1911 p 214 s 814]

ILLEGAL AND IMMORAL OCCUPATIONS

MINIMUM AGE AND ENFORCEMENT

Employment agencies forbidden to accept applications of children in violation of compulsory education or child labor law.— * * * No such licensed person [licensed to conduct employment agency] shall accept any application for employment made by or on behalf of any child, or shall place or assist in placing any such child in any employment whatever in violation of any compulsory education or child labor law. [34 U S Stat L p 306 s 6]

Employment agencies forbidden to send girls to immoral places; penalty.—No such licensed person shall send, or cause to be sent, any female as a servant or inmate or performer to enter any place of bad repute, house of ill fame, or assignation house, or to any house or place of amusement kept for immoral purposes, or place resorted to for the purpose of prostitution, or gambling house, the character of which such licensed person could have ascertained upon reasonable inquiry. * * * For the violation of any of the foregoing provisions of this section the penalty shall be a fine of not more than two hundred dollars and in default in payment thereof by imprisonment in the workhouse for a period of not more than one year, or both, at the discretion of the court. * * * [34 U S Stat L p 308 s 10]

Enforcement and penalty.—The enforcement of this act shall be entrusted to the commissioners of the District of Columbia. * * * The said commissioners may refuse to issue and shall revoke any license for any good cause shown, within the meaning and purpose of this act, and when it is shown to their satisfaction that any licensed person, either before or after conviction, is guilty of any illegal act in connection with the conduct of said business or in violation of this law it shall be the duty of the said commissioners to revoke the license of such person; but notice of the charges shall be presented and reasonable opportunity shall be given said licensed person to be heard in his defense. Whenever for any cause such license is revoked, said commissioners shall not issue another license to said licensed person until the expiration of at least six months from the date of revocation of such license. Every violation of any provision of this act, except as provided in section ten, shall be punishable by a fine not to exceed twenty-five dollars, and in default thereof the person or persons so offending shall be committed for a period not to exceed thirty days, and this penalty shall also include such violations of section ten for which no penalty is prescribed in said section ten. * * * [34 U S Stat L p 308 s 11 as amended by p 848]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Children from 8 to 14; exemptions.—Every parent, guardian, or other person residing in the District of Columbia having charge and control of a child between the ages of eight and fourteen years shall cause such child to be regularly instructed in the elementary branches of knowledge, including reading, writing, English grammar, geography, and arithmetic, and pursuant to this end every such parent, guardian, or other person aforesaid shall cause any child under the charge and control of such person to attend some public, private, or parochial school during the period of each year the public schools in the district are in session, on the customary days and during the

customary hours of the school term. No child shall be credited with attendance upon a private or parochial school unless the attendance officer hereinafter provided for receives a certificate of attendance signed by the person in charge of such school. A child between the ages of seven and fourteen may be excused from school attendance or instruction upon presentation of satisfactory evidence to the superintendent of schools that such child is being or has been within said year instructed a like period of time in the branches taught in the public schools, or that such child has acquired these branches of learning, or that the physical or mental condition of such child is such as to render such attendance or instruction inexpedient or impracticable. [34 U S Stat L p 219 s 1]

Penalty.—If any person having under control a child, as described in section one, shall neglect for three day sessions or six half-day sessions, within any period of five months to cause such child to attend school, a written notice shall be sent to such person by an attendance officer, hereinafter provided for, informing him that the attendance of the child under the control of such person is required at school within a period of three days. If such child is not excused as provided for in section one, and is not in school within three days, prosecution shall be begun in the police court by an officer empowered under this act [pp 219-220 s 1-7] against the parent or other person in control of the child, and upon conviction the parent or other person in control of the child shall be punished for each and every offense by a fine of not more than twenty dollars. [34 U S Stat L p 219 s 2]

Enforcement: appointment and duties of truant officers; duties of inspectors and probation officers.—The board of education of the District of Columbia is hereby authorized, empowered and directed to appoint two truant officers at a salary of six hundred dollars per annum each, who, together with the inspectors provided for in the bill to regulate the employment of child labor and the probation officers provided for in the bill establishing a juvenile court shall under the direction of the board of education carry out the provisions of this act [pp 219-220 s 1-7]. [34 U S Stat L p 220 s 4]

Penalty for employing during school hours, etc.—Any person who induces or attempts to induce any child to be absent unlawfully from school, or who knowingly employs or harbors while school is in session any child absent unlawfully from school, shall be deemed guilty of a misdemeanor and be punished by a fine of not more than twenty dollars. [34 U S Stat L p 220 s 5]

Enforcement: duties and powers of enforcing officers; lists of children employed.—The officers empowered under this act shall visit any place or establishment where minor children are employed to ascertain whether the provisions of this law are duly complied with, and shall as often as twice a year demand from all employers of such children a list of children employed, with their names and ages. [34 U S Stat L p 220 s 6]

Penalty for false statements.—Any parent or other person who makes a false statement concerning the age or school attendance of a child between the ages of eight and fourteen who is under his control, such false statement being made with intent to deceive under this act [pp 219-220 s 1-7], shall upon conviction thereof be punished by a fine not to exceed twenty dollars. [34 U S Stat L p 220 s 7]

STORES, SHOPS, OFFICES, AND MANUFACTORIES

SEATS FOR GIRLS

Seats to be provided and their use permitted.—All persons who employ females in stores, shops, offices, or manufactories as clerks, assistants, operatives, or helpers in any business, trade, or occupation carried on or operated by them in the District of Columbia, shall be required to procure and provide proper and suitable seats for all such females and shall permit the use of such seats, rests, or stools, as may be necessary, and shall not make any rules, regulations, or orders preventing the use of such stools or seats when any such female employees are not actively employed in their work in such business or employment. [28 U S Stat L p 964 s 1]

Penalty.—If any employer of female help in the District of Columbia, shall neglect or refuse to provide seats, as provided in this act, or shall make any rules, orders, or regulations in his shop, store, or other place of business, requiring females to remain standing when not necessarily employed in service or labor therein, he shall be deemed guilty of a misdemeanor, and upon conviction thereof in any court of competent jurisdiction shall be liable to a fine therefor in a sum not to exceed twenty-five dollars, with costs, in the discretion of the court. [28 U S Stat L p 964 s 2]

ALL INDOOR OCCUPATIONS

TOILETS FOR GIRLS

Separate for the sexes.—Every building in said District * * * where persons are employed or intended to be employed in any trade or business, shall be provided with sufficient and suitable privy accommodations, having regard to the number of persons employed in or in attendance at such building; and also where persons of both sexes are employed or intended to be employed, or in attendance, with sufficient, suitable, and separate privy accommodations for persons of each sex. It shall be unlawful for any owner or agent to put any person or persons in possession of any building, or any part thereof, not provided with privy accommodations as aforesaid, except a watchman for the purpose of guarding such building or part thereof. [30 U S Stat L p 232 s 9]

INTOXICATING LIQUORS

MINIMUM AGE

Enforcement: appointment and duties of inspectors.—The said board [excise board] shall appoint * * * an inspector with police powers * * *. Said inspector shall make inspections as may be required by this section, under the orders of the board, and make full report of such inspections to the board. He shall wear a badge indicating that he is such inspector of the excise board. * * * [37 U S Stat L p 997 s 9 par 3]

Penalty.—Any person, company, copartnership, corporation, or club having obtained a license under this section, who shall violate any of its provisions shall, upon conviction of such violation, be fined not less than \$100 nor more than \$500, and the excise board may, in its discretion, revoke the license; and upon a second conviction of such violation such licensee shall be fined not less than \$200 nor more than \$500, and in addition to such fine the excise board shall immediately revoke the license. * * * [37 U S Stat L p 997 s 9 par 13]

Employment of minors and women to sell, distribute, etc., prohibited.—No licensee [licensed to traffic in intoxicating liquors] under this section shall allow any female or any minor * * * to sell, give, furnish, or distribute any intoxicating liquors, or any admixture thereof, to any person or persons * * *. [37 U S Stat L p 997 s 9 par 14]

Penalty for aiding or abetting violation of act.—Any person assisting in or aiding and abetting the violation of any of the provisions of this section shall be guilty of a misdemeanor, and on conviction thereof shall be fined not less than \$50 nor more than \$100 or be imprisoned in the District jail or workhouse for not more than three months for each and every offense * * *. [37 U S Stat L p 997 s 9 par 17]

Prosecutions.—Prosecutions for violations of the provisions of this section shall be on information filed in the police court by the corporation counsel of the District of Columbia or any of his assistants duly authorized to act for him, and said corporation counsel or his assistants shall file such information upon the presentation to him or his assistants of sworn information that the law has been violated; and such corporation counsel and his assistants shall have power to administer oaths to such informant or informants, and such others as present themselves, and anyone making a false oath to any material fact shall be deemed guilty of perjury and subject to the same penalties as now provided by law for such offense. [37 U S Stat L p 997 s 9 par 18]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Eight hours a day, 48 a week, 6 days a week.—No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel, or restaurant, or telegraph or telephone establishment or office, or by any express or transportation company in the District of Columbia more than eight hours in any one day or more than six days or more than forty-eight hours in any one week. [38 U S Stat L p 291 s 1]

Options.—This section should be construed as though it read, "that no female shall be employed more than eight hours in any one day or more than 6 days in any one week, or more than forty-eight hours in any one week," and that the words "in any one week" refer both to the six days and the forty-eight hours. If a woman stockholder is a paid employee of a corporation or company, she comes within the purview of this section. This act applies only to that portion of newspaper and magazine establishments wherein the mechanical work is actually done; it includes dry cleaning and dye works, and also dressmaking estab-

lishments; but it does not apply to employees in drug stores. "Telegraph or telephone establishment or office" means the office of a telegraph or telephone company, not the office of a private concern where the telephone or telephone exchange is placed. Females cannot make either general or special contracts to work in excess of eight hours.—Corporation Counsel (1914).

Night work prohibited under 18.—No female under eighteen years of age shall be employed or permitted to work in or in connection with any of the establishments or occupations named in section one of this act before the hour of seven o'clock in the morning or after the hour of six o'clock in the evening of any one day. [38 U S Stat L p 291 s 2]

Period of rest after six hours labor; exception.—No female shall be employed or permitted to work for more than six hours continuously at one time in any establishment or occupation named in section one of this act in which three or more such females are employed without an interval of at least three-quarters of an hour; except that such female may be so employed for not more than six and one-half hours continuously at one time if such employment ends not later than half past one o'clock in the afternoon and if she is then dismissed for the remainder of the day. [38 U S Stat L p 291 s 3]

Hours to be posted.—Every employer shall post and keep posted in a conspicuous place in every room in any establishment or occupation named in section one of this act in which any females are employed a printed notice stating the number of hours such females are required or permitted to work on each day of the week, the hours of beginning and stopping such work, and the hours of beginning and ending the recess allowed for meals. The printed form of such notice shall be furnished by the inspectors authorized by this act. The employment of any such female for a longer time in any day than that stated in the printed notice shall be deemed a violation of the provisions of this section. Where the nature of the business makes it impracticable to fix the recess allowed for meals at the same time for all females employed, the inspectors authorized to enforce this act may issue a permit dispensing with the posting of the hours when the recess allowed for meals begins and ends, and requiring only the posting of the total number of hours which females are required or permitted to work on each day of the week and the hours of beginning and stopping such work. Such permit shall be kept by such employer upon such premises and exhibited to all inspectors authorized to enforce this act. [38 U S Stat L p 291 s 4]

Time book to be kept by employers.—Every employer shall keep a time book or record for every female employed in any establishment or occupation named in section one of this act, stating the wages paid, the number of hours worked by her on each day of the week, the hours of beginning and stopping such work, and the hours of beginning and ending the recess allowed for meals. Such time book or record shall be open at all reasonable hours to the inspection of the officials authorized to enforce this act. Any employer who fails to keep such record as required by this section, or makes any false statement therein, or refuses to exhibit such time book or record, or makes any false statement to an official authorized to enforce this act in reply to any question put in carrying out the provisions of this act shall be liable for a violation thereof. [38 U S Stat L p 291 s 5]

Enforcement: appointment of inspectors.—The commissioners of the District of Columbia are hereby authorized to appoint three inspectors, two of whom shall be women, to carry out the purposes of this act at a compensation not exceeding \$1,200 each per annum. [38 U S Stat L p 291 s 6]

Enforcement: powers of inspectors.—The inspectors authorized by this act may in the discharge of their duties enter any place, building, or room where any labor is being performed by females which is affected by the provisions of this chapter whenever such inspectors may have reasonable cause to believe that any such labor is being performed therein. [38 U S Stat L p 291 s 7]

Enforcement: duties and powers of inspectors.—The inspectors authorized by this act shall visit and inspect the establishments and places of employment named in section one as often as practicable, during reasonable hours, and shall cause the provisions of this act to be enforced therein and also the provisions of an act [28 U S Stat L p 964] entitled "An act to provide that all persons employing female help in stores, shops, or manufactories in the District of Columbia shall provide seats for the same when not actively employed," approved March second, eighteen hundred and ninety-five. They shall make a daily report to the commissioners of the District of Columbia, and also report any cases of illegal employment contrary to the provisions of this act to the corporation counsel of the District of Columbia. [38 U S Stat L p 291 s 8]

Penalty.—Any person who violates or does not comply with any of the provisions of this act shall upon conviction be punished for a first offense by a fine of not less than \$20 nor more than \$50; for a second offense, by a fine of not less than \$50 nor more than \$200; for a third offense, by a fine of not less than \$250. [38 U S Stat L p 291 s 9]

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STREET TRADES IN CITIES

MINIMUM AGE

Employment of boys under 10 and girls under 16 in selling newspapers, etc., prohibited.—No boy under ten years of age, and no girl under sixteen years of age shall distribute, sell, expose, or offer for sale (1) newspapers, (2) magazines, (3) periodicals in any street or public place, in any city of six thousand population or more. [Compiled Laws 1914 section 2642a]

STORES, OFFICES, MESSENGER SERVICE, ETC., IN CITIES

MINIMUM AGE

Employment under 12 prohibited.—No child under twelve years of age shall be employed, permitted, or suffered to work in, about or in connection with any (1) store, (2) office, or (3) in the transmission or sale of merchandise, (4) or in the transmission of messages, in any city of six thousand population or more. [C L 1914 s 2642b]

FACTORIES, WORKSHOPS, MECHANICAL ESTABLISHMENTS, THEATERS, ETC.

MINIMUM AGE

Employment under 14 prohibited.—No child under fourteen years of age shall be employed, permitted or suffered to work in, about or in connection with any (1) mill, (2) factory, (3) workshop, (4) mechanical establishment, (5) laundry, (6) or on the stage of any theater. [C L 1914 s 2642c]

distinguishing facial marks of such child, and that the papers required by the preceding section have been duly examined, approved and filed and that the child named in such certificate has appeared before the officer signing the certificate and has been examined. [C L 1914 s 2642g]

Contents of school record; exceptions to requirement of school record.—The school record above mentioned shall be signed by the principal or chief teacher of the school which such child has last attended and shall be furnished, on demand, to a child entitled thereto. It shall contain a statement certifying that the child has regularly attended the public schools or school equivalent thereto or parochial schools for not less than sixty days during the school year previous to his arriving at the age of fourteen years or during the year previous to applying for such school records, and is able to read and write simple sentences in the English language, and has received during such period partial instruction in reading, spelling, writing and geography and is familiar with the fundamental operations of arithmetic up to and including common fractions. Such school record shall also give the age and residence of the child, as shown on the records of the school and the name of its parents, or guardian or custodian: *Provided*, That upon the filing with the person authorized to issue employment certificates of the affidavit of the applicant or of his or her parent, guardian or custodian, showing that diligent effort has been made to obtain the school record hereby required and that it cannot be obtained, then the person authorized to issue the certificate may issue such a certificate without having received such school record, but it shall be his duty, in such case, to examine the applicant as to his or her proficiency in each of the studies mentioned in this section; and in such case the employment certificate shall show that such examination was had in lieu of the filing of the school board [sic]. [C L 1914 s 2642h]

FACTORIES, WORKSHOPS, MERCANTILE ESTABLISHMENTS, THEATERS, ETC.

HOURS OF LABOR

Nine hours a day, 54 a week, 6 days a week, and night work prohibited, under 16; hours to be posted.—No child under the age of sixteen years shall be employed, permitted or suffered to work in, about or in connection with any establishment or occupation named in section 3 (1) for more than six days in any one week, (2) nor more than fifty-four hours in any week, (3) nor more than nine hours in any one day; (4) or [nor] before the hour of five o'clock in the morning or after the hour of eight o'clock in the evening. The presence of such child in any establishment during working hours shall be prima facie evidence of its employment therein. Every employer shall post in a conspicuous place in every room where such minors are employed a printed notice, stating the hours required of them each day of the week, the hours of commencing and stopping work and the hours when the time or times allowed for dinner or for other meals begin and end. The printed form of such notice shall be furnished by the State labor inspector, and the employment of any minor for a longer time in any day so stated shall be deemed a violation of this section. [C L 1914 s 2642i]

INTOXICATING LIQUORS

MINIMUM AGE

Employment under 21 in saloons, etc., prohibited.—No person under twenty-one years of age shall be employed, permitted or suffered to work in, about or in connection with any pool room, billiard room, brewery, saloon, or bar-room where intoxicating liquors are manufactured or sold. [C L 1914 s 2642j as amended by 1915 C 6018]

MESSENGERS

HOURS OF LABOR

Night work prohibited under 18.—No person under the age of eighteen years shall be employed, permitted or suffered to work as a messenger for telegraph, telephone or messenger companies in the distribution, transmission or delivery of goods or messages before five o'clock in the morning or after ten o'clock in the evening of any day. [C L 1914 s 2642k]

TOILETS AND DRESSING ROOMS FOR GIRLS

Separate toilets for the sexes where girls under 16 are employed; separate dressing rooms for girls if needed.—Suitable and proper washrooms and water closets shall be provided in all manufacturing establishments, where any person under sixteen years of age is employed, and such water closets shall be properly screened and ventilated and be kept at all times in a clean condition; and if girls under sixteen years of age be employed in any such establishment, the water closet shall have separate approaches and be kept separate and apart from those used by men. All closets shall be kept free from obscene writing and marking. A dressing room shall be provided for such girls when the nature of their work is such as to require any change of clothing. [C L 1914 s 2642o]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

SEATS FOR GIRLS

Seats to be provided and their use permitted where girls under 16 are employed.—Every person, firm, corporation, association, individual or partnership employing girls under sixteen years in any manufacturing, mechanical or mercantile industry, laundry, workshop, renovating works, or printing offices in this State, shall provide seats for the use of the girls so employed, and shall permit the use of such by them when not necessarily engaged in the active duties for which they are employed. [C L 1914 s 2642p]

MANUFACTURING ESTABLISHMENTS

HEALTH OF MINORS

Cleanliness of walls and ceilings where minors under 16 are employed.—The walls and ceilings of each room in every manufacturing establishment where any person under sixteen years of age is employed shall be lime-washed or painted, when, in the opinion of the labor inspector, it shall be conducive to the health or cleanliness of the persons working therein. [C L 1914 s 2642q]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of grand juries, county solicitors, etc.—Grand juries and county solicitors of criminal courts of record, where such courts exist shall have inquisitorial powers to investigate violations of this act [s 2642a-2642x]; also shall [sic] county judges and circuit judges and judges of the circuit courts of the State shall specially charge the grand jury at the beginning of each term of the court to investigate violations of this act. [C L 1914 s 2642r]

Child labor law to be posted.—A copy of this act [s 2642a-2642x] shall be conspicuously posted and kept in each work-room of every manufacturing establishment, mill, mine or workshop, or mercantile or printing establishment, theatre, telegraph, telephone or public messenger company, or laundry in this State, where a child under the age of sixteen years is employed, and in every pool room or billiard room, or bowling alley. [C L 1914 s 2642s as amended by 1915 C 6918]

Appointment of State labor inspector.—For the purpose of carrying out the provisions of this act [s 2642a-2642x] the office of State labor inspector is hereby created, such office to be filled by any capable person, male or female, by appointment by the governor for a term of four years, such term to begin from and after such appointment, but said inspector shall have no power or authority except as conferred by this act. [C L 1914 s 2642t]

Act not to interfere with industrial training in schools or with children engaged in agriculture, domestic employment, or the delivery of daily papers.—Nothing in this act [s 2642a-2642x] shall prevent children of any age from receiving industrial education furnished by the United States, this State or any city or town in this State and duly approved by the State superintendent of public instruction or by other duly constituted public authority; nor shall any of the provisions of this act be considered as applying to children engaged in agricultural or domestic employment. And nothing in this act shall apply to male children employed in the delivery of newspapers to regular subscribers out of school hours. [C L 1914 s 2642w]

REGULATED OCCUPATIONS

PENALTIES

Violation by employer, parent, etc.; employment after notification; failure to produce certificates or lists; retention of certificates by employer; false statements.—Whoever employs a minor child in violation of any of the provisions of this act [s 2642a–2642x] and whoever having under his control such child permits such child to be employed in violation of this act, shall for such offense, be fined not more than fifty dollars, and whoever continues to employ any child in violation of this act after being notified by a labor inspector or other officer thereof, shall for every day thereafter that such employment continues, be fined not less than five nor more than twenty dollars. A failure to produce to any officer or labor inspector any employment certificate or list required shall be prima facie evidence of the illegal employment of any person whose employment certificate is not produced, and whose name is not so listed. Any corporation or employer retaining employment certificates in violation of section 4 [s 2642d] of this act, shall be fined ten dollars. Every person authorized to sign the certificate prescribed by section 5 [s 2642e] of this act, who knowingly certifies to any materially false statement therein shall be fined not more than fifty dollars, nor less than ten dollars. [C L 1914 s 3728a]

RAILROADS¹

HOURS OF LABOR

Thirteen hours a day for certain employees; period of rest after 13 hours' work; exceptions; penalty.—It shall be unlawful for any railroad doing business in this State to require or permit its employees who are engaged in the business of operating its trains over its roads, to make runs of over thirteen hours, or make runs aggregating more than thirteen hours in any twenty-four hours, except when such train is detained by reason of casualty, or other cause, from reaching its destination on schedule time, and no conductors and engineers, after having been on a run or runs for as much as thirteen hours out of every twenty-four hours, shall be required to again go on duty until after eight hours' rest, except in the case above stated. No employee of any railroad company shall be deprived of his right to recover damages for personal injury by reason of the fact that he, at the time of such injury, was making a run of more than thirteen hours in twenty-four hours, or had gone on duty after a thirteen hours' run, or runs aggregating thirteen hours before eight hours' rest. Any railroad violating any of the provisions of this section shall be subject to a forfeiture of not less than fifty nor more than five hundred dollars * * *. [C L 1914 s 2843]

BUSINESS PURSUITS

SEATS

Seats to be provided for all employees and their use permitted; penalty.—If any merchant, storekeeper, [or] employer of male or female clerks, salesmen, cash boys or cash girls, or other assistants, in mercantile or other business pursuits, requiring such employees to stand or walk during their active duties, neglect[s] to furnish at their [his] own cost or expense suitable chairs, stools or sliding seats attached to the counters or walls, for the use of such employees when not engaged in their active work, and not required to be on their feet in the proper performance of their several duties; or refuse[s] to permit their [his] said employees to make reasonable use of said seats during business hours, for purposes of necessary rest, and when such use will not interfere with humane or reasonable requirements of their employment, he shall, upon conviction thereof, be punished by a fine of not more than one hundred dollars, or imprisonment not exceeding sixty days. [C L 1914 s 3235]

¹ See court decision on page 7 (New York).

be enforced in any school board district or districts of said county wherein a three-fifths vote was cast "For Compulsory School Attendance," though a three-fifths vote of the county as a whole was cast "Against Compulsory School Attendance": *Provided also*, That when any such election is held in a whole county, compulsory school attendance shall not be enforced in any school board district or districts of said county, wherein a majority vote was cast "Against Compulsory School Attendance" though the majority vote of the county as a whole was cast "For Compulsory School Attendance." [1915 C 6831 s 7]

Notification.—The county board of public instruction of a county in which a compulsory school attendance election has been held and three-fifths of the votes legally cast at such election in a special tax school district, school board district, or in the whole county was for "Compulsory School Attendance," shall, at the first regular meeting thereafter, publish that the following compulsory school attendance laws will be in full force and effect thirty days thereafter in the special tax school district, school board district, or, in the county, as may have been determined by the said election. [1915 C 6831 s 8]

Children from 8 to 14.—Every parent, guardian, or person in charge of or control of a child or children, between the ages of eight and fourteen years and residing within a special tax school district, a school board district, or a county advertised as under the following compulsory school attendance provisions, shall cause such child or children to attend regularly the public school of the district in which the child or children reside not less than eighty days of each year, between the ages of eight and fourteen years of each child [sic]; the period of compulsory attendance shall commence with the beginning of the school term nearest to the eighth birthday of each child and shall cover a period of six consecutive years thereafter, except as hereinafter provided. [1915 C 6831 s 9]

Equivalent attendance.—Continuous attendance upon some other school, public, private, or church, for eighty days of each year during [sic] the ages of eight and fourteen of any child, may be accepted in lieu of attendance upon a local public school: *Provided further*, That any private or church school receiving for instruction pupils between the ages of eight and fourteen years shall keep such record of attendance of said child or children and will render such reports of the same, as are hereinafter required of teachers of public schools; otherwise the attendance upon any such private or church school refusing or neglecting to keep such records and to make such reports shall not be accepted in lieu of attendance upon a public school. [1915 C 6831 s 10]

Exemptions on account of poverty compelling employment; other exemptions.—This act shall not apply in any case in which the child's physical or mental conditions [sic], as attested by any competent physician before any court having jurisdiction under this act, render its attendance impracticable or inexpedient; or in any case in which the child resides more than two miles by the nearest traveled route from the school house, and transportation is not provided; or in any case of extreme poverty, in which the services of such child are necessary for its own support or the support of its parents, as attested by the affidavit of its parent or parents and of such witnesses as the attendance officer may require; or in any case in which said parent, guardian, or other person having charge or control of a child, shall show before any magistrate by affidavit of himself and of such witnesses as the attendance officer may require, that the child is without necessary books and clothing for attending school, and that the parent is unable to provide the necessary books and clothing: *Provided*, That when books and clothing shall be provided, through charity or by other means, the child shall no longer be exempt from school attendance under this provision: *Provided further*, That when a teacher is charged with inefficiency, misconduct or cruelty, such charge being made in writing and filed with the trustees of the special tax school district, or with the county board of public instruction by a parent or guardian of any child attending the school being taught by such teacher, then the attendance of such child shall not be enforced until after a full investigation of such charge has been made by the board with which same was filed and the said teacher has been acquitted or exonerated. [1915 C 6831 s 11]

Penalty.—Any parent, guardian or other person in control of a child or children, violating the provisions of this act, shall be guilty of a misdemeanor, and upon conviction by any court of competent jurisdiction shall be liable to a fine of not less than one dollar and not more than three dollars for each and every offense. And upon failure or refusal to pay such fine, said parent, guardian or other person in control of a child shall be imprisoned not to exceed thirty days in the county jail: *Provided*,

That the fine for any first offense, may, upon payment of costs, be suspended and not collected until the same person is convicted of a second offense: *Provided further*, That after the expiration of three days from the time notice is served by the attendance officer, each and every day a parent, guardian, or other person shall wilfully and unlawfully keep such child or children from school, or allow it or them to remain out of school, shall constitute a separate offense and shall subject said person to the penalties above prescribed. [1915 C 6831 s 13]

Enforcement: appointment of attendance officers.—The county board of public instruction of any county wherein any district or the county has adopted the compulsory school attendance provisions of this act, shall have the power to appoint and fix the compensation of an attendance officer or officers, and remove the same at will. An attendance officer may be appointed for one school or for a number of schools, in the discretion of the county board of public instruction, and may be a supervisor or a trustee of a school, or any suitable person who will discharge the duties of the position, and the county board may assign an attendance officer such other duties as may be deemed advisable. [1915 C 6831 s 14]

SCHOOL CENSUS

Enumeration of children from 6 to 21.—It shall be the duty of every attendance officer to take an accurate census of every child between the ages of six and twenty-one years in his district in the month of June in each and every year on blanks furnished by the State superintendent of public instruction. He shall make three neat and legible copies of this census roll, which shall give the name, sex, date of birth, the name of the parent or guardian, with the postoffice, of every child and any additional information demanded. One copy of this census shall be filed with the State superintendent of public instruction, one copy with the county superintendent of public instruction, by the first day of July in each and every year, and one copy shall be preserved for his own use, and he shall furnish the principal of each school within his jurisdiction with a list of the names of children due to attend the school of which the principal is in charge, and the county board of public instruction shall ascertain without charge the number of pupils contained in said list. [1915 C 6831 s 15]

COMPULSORY SCHOOL ATTENDANCE

Enforcement: duties of attendance officers.—The attendance officer shall serve a written or printed notice, or partly written and partly printed notice, upon every parent, guardian, or other person having control of a child or children, violating the provisions of this act, and prompt compliance on the part of the parent, guardian or other person shall be required. If any parent, guardian, or other person upon whom such notice is served, fails to comply with the law within three days thereafter, then it shall be the duty of the attendance officer upon the recommendation of the board of public instruction to prosecute forthwith such person in the name of the State of Florida, before any justice of the peace, or county judge, of any county, town or district in which the prosecuted resides. All fines collected shall be turned over to the custodian of the county school fund, and may be used by the county board of public instruction for the enforcement of this act, or for other purposes. [1915 C 6831 s 16]

Enforcement: powers of attendance officers; evidence of age may be required for employed children apparently under school age.—The attendance officer shall have the right to visit and enter any office, factory, or business house employing youth, for the purpose of enforcing the provisions of this act; when doubt exists as to the age of a child he may require a properly attested birth certificate or affidavit as to the age of any child. [1915 C 6831 s 17]

Enforcement: duties of attendance officers; annual reports.—Every attendance officer shall keep an accurate record of all notices served, all cases prosecuted, and all other services performed, and shall make an annual report of the same to the county board of public instruction, on blanks furnished by the State superintendent of public instruction, in the manner required, and oftener when demanded by the county board. [1915 C 6831 s 18]

Enforcement: duties of principals and teachers.—It shall be the duty of all principals and teachers to cooperate with the attendance officer in the enforcement of this law. To this end it shall be the duty of the principal or teacher in charge of every school, in which pupils between the ages of eight and fourteen years are instructed, to keep an accurate record of the attendance of all pupils, to render weekly reports to the

attendance officer and the county superintendent of public instruction, of all pupils imperfect in attendance, showing all absences, excused and unexcused, and in the case of an excused absence to state the reason for which the pupil was excused. [1915 C 6831 s 19]

Act to be published.—It shall be the duty of the county board of public instruction of each county to cause this act to be published, separate and distinct from the publication of the acts of the legislature, in full in some newspaper published in the county, if there be one, and if there be none, then to distribute and give it the widest circulation in the form of a circular at least four weeks prior to the opening of the schools for the school year, beginning July 1, 1915, and annually thereafter if in their discretion it be necessary. [1915 C 6831 s 20]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of minors or females in saloons, etc., prohibited.—It shall be unlawful for any person keeping or carrying on, either by himself or another, a place where intoxicating liquors, wines or beer are sold by retail or wholesale to employ a minor or female in his place of business. [1915 C 6860 s 4]

Application of act.—In this act, unless the context otherwise requires, "persons" includes a body of persons whether incorporated or not. [1915 C 6860 s 12]

Penalty.—That any person violating any of the foregoing provisions of this act, shall be deemed guilty of a misdemeanor and upon conviction thereof, his license shall be forfeited and he shall be fined not more than one thousand dollars (\$1,000.00) or imprisoned in the county jail not exceeding twelve (12) months. [1915 C 6860 s 13]

HOURS OF LABOR

Period of rest after 13 hours' work; exceptions.—No railroad doing business in this State shall require or permit its employees, who are engaged in the business of operating its trains over its roads, to make runs of over thirteen hours, or make runs aggregating more than thirteen hours in any twenty-four hours, except when such train is detained by reason of casualty, or other cause, from reaching its destination on schedule time, and no trainmen, after having been on a run or runs for as much as thirteen hours out of the twenty-four hours, shall be required to again go on duty until after ten hours rest, except in the case above stated. No employee of any railroad company shall be deprived of his right to recover damages for personal injury by reason of the fact that he, at the time of such injury, was making a run of more than thirteen hours, or making a run aggregating more than thirteen hours in twenty-four hours, or had gone on duty after a thirteen hours run, or runs aggregating thirteen hours before ten hours rest. [C 1914 Civ s 2693]

Penalty.—Any railroad violating any of the provisions of the preceding section, shall be subject to a forfeiture of not less than fifty nor more than five hundred dollars * * *. [C 1914 Civ s 2694]

ALL OCCUPATIONS

WAGES

Wages of minor belong to parent; exception.—Until majority, the child remains under the control of the father, who is entitled to his services and the proceeds of his labor. This parental power is lost—

* * * * *

4. By his consent to the child receiving the proceeds of his own labor, which consent shall be revocable at any time * * * [C 1914 Civ s 3021]

COTTON AND WOOLEN MANUFACTURING ESTABLISHMENTS

HOURS OF LABOR

Ten hours a day, 60 a week, for all employees; exceptions; certain employees excepted.—The hours of labor required of all persons employed in all cotton or woolen manufacturing establishments in this State, except engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, and all help that may be needed to clean up and make necessary repairs or changes in or of machinery, shall not exceed ten hours per day; or the same may be regulated by employers, so that the number of hours shall not in the aggregate exceed sixty hours per week: *Provided*, That nothing herein contained shall be construed to prevent any of the aforesaid employees from working such time as may be necessary to make up lost time, not to exceed ten days, caused by accidents or other unavoidable circumstances. [C 1914 Civ s 3137]

Contracts for longer time to be void.—All contracts made or entered into, whereby a longer time for labor than is provided in the foregoing section shall be required of said employees, shall be absolutely null and void, so far as the same relates to the enforcement of said contracts with said employees, any law, usage, or custom to the contrary notwithstanding. [C 1914 Civ s 3138]

Penalty for making, etc. contracts in violation.—Any cotton or woolen manufacturing establishment that shall make or enforce any contract in violation of the foregoing section, with any person as an employee therein, shall be subject to a forfeiture of an amount not less than twenty and not more than five hundred dollars for each and every such violation. [C 1914 Civ s 3139]

Prosecution.—Any person with whom said contract is made, or any person having knowledge thereof, shall be competent to institute suit against said cotton or woolen manufacturing establishment * * *. [C 1914 Civ s 3140]

properly issued. He is authorized to investigate the true age of any child employed, bear evidence, and require the production of relevant books or documents. If the certificate is revised, the child employer shall be notified, and said child shall not thereafter be employed or permitted to labor until a new certificate has been legally obtained: except that the foregoing provisions of this section shall not be applicable in instances specified and provided for in section 3149 (c). [C 1914 Civ s 3149 (c)]

NOTICE OF LABOR

Night work prohibited under 14 years and 4 months.—No child under fourteen years and six months of age shall be permitted to work in or about any of the establishments mentioned in section 3149 a., or section 3149 b., between the hours of 7 p. m. and 6 a. m., according to the standard time of the community in which such establishment is located. [C 1914 Civ s 3149 d]

EXCEPTIONS

Employment permitted from 12 to 14 on account of poverty; certificate required; method of issuing; school attendance may be required.—It shall be lawful for a child twelve years of age or more to work in and for a mill, factory, laundry, manufacturing establishment or place of amusement if such child has dependent upon his father a widowed mother or if such child is an orphan dependent upon his own labor. Whenever such child desires to work in any of such places as is [now] specified above, the fact that such child's labor is necessary to support a widowed mother or to support such orphan child must be found to be true after an investigation by a commission composed of the county school superintendent and the auditor of the county where the work is to be done, and the head of the school in the school district where the said child lives. After an investigation by said commission if it or a majority of its members find that the facts exist to authorize such child to work in or for any of the establishments mentioned in section 3149 a., because of the existence of either of the conditions hereinbefore set out, such commission shall issue a certificate to that effect which shall be kept of [on] file in the office of the establishment where said child is at work. Such commission shall make an investigation and issue a new certificate at least once each six months and may prescribe as a condition precedent to issuance of such certificate school attendance for such length of time and at such time as in its discretion seems wise. No such certificate more than six months old shall authorize the employment of any child under fourteen and one-half years of age in or for any of the places specified in section 3149 a., [C 1914 Civ s 3149 e]

ENFORCEMENT

Duties of commissioner of labor.—It shall be the duty of the commissioner of labor and his authorized assistants to see that the provisions of this article [s 3149 (a)–3149 (h)] are enforced. [C L 1913 Civ s 3149 f]

Violation by employer, parent, school authorities, etc., a misdemeanor.—Any person, agent, or representative of any firm or corporation violating any of the provisions of this article [s 3149 (a)–3149 (h)]; or any parent, guardian or other person standing in parental relationship to any child, who shall hire or place for employment or labor any child under the age limits in any of the establishments or occupations mentioned in section 3149 (a); or any superintendent of county or city schools who shall issue a certificate knowing that its issuance was illegal; or any person who shall knowingly furnish any untrue evidence with reference to the date or place of birth of said child, or the age of said child, or its educational qualifications, shall be guilty of a misdemeanor, and upon conviction shall be punished accordingly.¹ [C 1914 Civ s 3149 (g)]

Court decision.—Under a former act, employment of a child in violation of similar provisions was held negligence per se.—*Platt v. Southern Photo Material Co.*, 4 Ga. App. 169, 60 S. E. 1068 (1908).

¹ For penalty for misdemeanor, see page 8 (Code 1914, Penal, section 1065).

MESSENGERS

HOURS OF LABOR

Night work prohibited under 16.—No minor under 16 years of age shall be employed in the delivery of messages by any concern or person engaged in the messenger service business, or in the general work of the messenger service between the hours of nine p. m. and six a. m. [C 1914 Civ s 3149 (i)]

Violation a misdemeanor.—Any person, firm, or corporation, violating the provisions of section 3149 (i) of the Civil Code, relating to the employment of minors as messengers, or any of them, shall be deemed guilty of a misdemeanor, and upon conviction shall be punished as prescribed in section 1065 of this Code. [C 1914 Penal s 759 (b)]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use permitted; violation a misdemeanor.—All persons and corporations employing females in manufacturing, mechanical or mercantile establishments, must provide suitable seats, and permit their use by such females when not necessarily engaged in the active duties for which they were employed. Any person who shall fail to comply with the requirements of this section, and the officers of any corporation which shall fail to comply with said requirements, shall be guilty of a misdemeanor.¹ [C 1914 Pen s 130]

INTOXICATING LIQUORS

MINIMUM AGE

NOTE.—[Section 445, volume 3, of the Code of 1895, prohibiting the employment of minors in saloons, etc., and making the violation a misdemeanor, is omitted in the Code of 1914 as it is apparently made inoperative by sections 426-428 of the Code of 1914, Penal, prohibiting the sale of intoxicating liquors throughout the State.]

CHILD LABOR AND VAGRANCY

Certain persons hiring out their children declared vagrants; violation; enforcement; misdemeanor.—Vagrants are—

* * * * *

7. All persons who are able to work and do not work, and who have no property or other means of support, but hire out their minor children and live upon their wages * * *.

* * * * *

It shall be the duty of the sheriff and constables in every county, the police and town marshal, or other like officials in every town and city in this State, to give information, under oath, to any officer empowered by law to issue criminal warrants, of all vagrants within their knowledge or whom they have good reason to suspect as being vagrants, in their respective counties, towns, and cities; thereupon the said officer shall issue a warrant for the apprehension of the person alleged to be a vagrant, and upon being brought before him, and probable cause being shown, the said officer shall bind such person over to any court of the county having jurisdiction in misdemeanor cases. Any person violating any of the provisions of this section shall be guilty of a misdemeanor.¹ [C 1914 Pen s 449]

¹ For penalty for misdemeanor, see page 8 (Code 1914, Penal, section 1065).

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 12 in rope walking, gymnastics, circus riding, etc., prohibited.—Any person who shall sell, apprentice, give away, let out, or otherwise dispose of any child under twelve years, to any person, for the vocation, occupation, or service of rope or wire walking, begging, or as a gymnast, contortionist, circus rider, acrobat, or clown, or for any indecent, obscene, or immoral exhibition, practice, or purpose, shall be guilty of a misdemeanor.¹ [C 1914 Pen s 756]

Violation a misdemeanor.—Whenever a child shall be disposed of in violation of the preceding section, the person who, under such selling, apprenticing, or letting out, shall receive and use such child for any of the purposes condemned in said section, shall be guilty of a misdemeanor.¹ [C 1914 Pen s 757]

ALL REGULATED OCCUPATIONS

PENALTIES

Misdemeanor.—Except where otherwise provided, every crime declared to be a misdemeanor is punishable by a fine not to exceed one thousand dollars, imprisonment not to exceed six months, to work in the chaingang on the public roads, or on such other public works as the county or State authorities may employ the chaingang, not to exceed twelve months, any one or more of these punishments in the discretion of the judge * * *. [C 1914 Pen s 1065]

¹ For penalty for misdemeanor, see page 8 (Code 1914, Penal, section 1065).

IMMIGRANTS

ENFORCEMENT OF COMPULSORY EDUCATION LAWS

Duties of board of immigration, labor, and statistics.—The board [of immigration, labor, and statistics] shall procure complete lists, giving the names, ages and destination within the Territory of all immigrant children of school age, as soon as may be after their arrival, and such other facts as will tend to identify them, and shall forthwith deliver copies of such lists to the superintendent of public instruction to aid in the enforcement of the provisions of the laws relating to the compulsory attendance at school of children of school age. * * * [R L 1915 s 649]

ALL OCCUPATIONS

MINIMUM AGE

Inducing minors to leave home for employment.—No emigrant agent [any person engaged in soliciting, inducing, procuring, or hiring laborers to go beyond the limits of the Territory of Hawaii] shall recruit and take away from the Territory of Hawaii any minor without the written consent of the parents or guardian of said minor, and in case said minor has no parent or guardian, then of the attorney general of the Territory, and said emigrant agent shall file said written consent in the office of said treasurer.¹ [R L 1915 s 2020]

Penalty.—Any person * * * who shall violate any provisions of * * * [s 2016–2024] shall be guilty of a misdemeanor, and upon conviction shall forfeit his license, if he has one, and shall be punished by a fine not exceeding one thousand dollars or by imprisonment for not more than one year, or by both such fine and imprisonment. [R L 1915 s 2024]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of minors in saloons prohibited; penalty.—Licenses shall be subject to the following conditions and provisions:

* * * * *

(4) No holder of a license for a saloon business shall employ any minor in or about the room or place where intoxicating liquors are furnished or sold;

* * * * *

(10) For the violation of any of said conditions or laws the licensee shall become liable to all penalties and prosecutions provided by law with respect thereto, in addition to and independently of any action of the board with respect to his license. [R L 1915 s 2130]

Revocation of license.—In the exercise of the power and authority by this chapter [s 2101–2170] conferred, each board of license commissioners may revoke any license issued by virtue of its approval, or suspend the right of the licensee to use his license, or reprimand a licensee, either for the violation of any condition of such license, or upon the conviction at law of a licensee of the violation of any of the provisions of law relative to his license or the proper exercise thereof, or for any other cause deemed sufficient by the board * * *. [R L 1915 s 2131]

Enforcement: duties and powers of license inspectors, etc.; penalty for hindering inspector, etc.—It shall be the duty of every [license] inspector [appointed by the board of license commissioners], and it shall be lawful for any member of the board or any officer of the police force of the Territory, at all reasonable times, and at any time whatsoever, if there be any reason for any suspicion that the conditions of any license are being violated, without warrant to enter into and upon any licensed premises and inspect the same and every part thereof, to ascertain whether or not all conditions of the license and all provisions of this chapter [s 2101–2170] are being complied with. Whenever any such officer, or any person called by him to his aid, is hindered, obstructed or prevented by any licensee or his employees from entering into any such premises; or whenever any such officer is by any licensee or his employees prevented or hindered from, or opposed, or obstructed, or molested in the performance of his duty under this chapter in any respect, such licensee and every person who shall have

¹ The treasurer of any county or city and county of the Territory of Hawaii.

assisted him in such offense, shall be guilty of a misdemeanor and on conviction thereof, be fined in a sum not to exceed one thousand dollars * * *. [R L 1915 s 2136]

Enforcement: duties of license inspectors and police officers.—Any inspector or police officer who observes any violation of any of the provisions of this chapter [s 2101–2170], shall forthwith arrest such licensee without warrant; and any citizen who observes any such violation shall forthwith report the same to the inspector or to the police. [R L 1915 s 2137]

General penalty.—Any licensee or other person who violates any of the provisions of this chapter [s 2101–2170] for which a penalty is not otherwise prescribed, shall be guilty of a misdemeanor and on conviction thereof be fined not less than fifty dollars nor more than five hundred dollars, or be imprisoned not less than one month nor more than three months, or both. [R L 1915 s 2160]

MANUFACTURING, MERCANTILE, AND CANNING ESTABLISHMENTS, ETC.

HOURS OF LABOR

Night work prohibited for girls under 16.—No minor female child under the age of sixteen years shall be permitted to work in any mercantile institution, office, laundry, manufacturing establishment, canning establishment, sugar mill, work shop, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages, between the hours of nine o'clock in the evening and six o'clock in the morning. [R L 1915 s 4197]

Penalty.—Any person who employs any such child at any of the aforesaid employments or occupations within the hours specified in the foregoing section, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than fifty nor more than two hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment. [L R 1915 s 4198]

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EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Attendance at school from 6 to 18 may be required by law; exemptions.—* * * The legislature may require by law that every child of sufficient mental and physical ability shall attend the public school throughout the period between the ages of six and eighteen years, for a time equivalent to three years, unless educated by other means. [Constitution article 9 section 9]

MINES

MINIMUM AGE

Employment under 14 in underground mines prohibited.—The employment of children under the age of fourteen (14) years in underground mines is prohibited. [Con art 13 s 4]

MINES AND SMELTERS

HOURS OF LABOR

Eight hours a day underground; exceptions.—The period of employment of working men in all underground mines or workings shall be eight hours per day, except in cases of emergency where life or property is in imminent danger. [Revised Codes 1908 Political title 8 section 1463]

Eight hours a day in smelters, etc.—The period of employment of working men in smelters, ore reduction works, stamp mills, concentrators and other places where metalliferous ores are being treated, refined and reduced for the purpose of obtaining the metals thereof, shall be eight (8) hours per day except in cases of emergency where life or property is in imminent danger. [R C 1908 Pol t 8 s 1464 as amended by 1909 p 4]

Penalty.—Any person, body corporate, agent, manager or employer who shall violate any of the provisions of the two preceding sections shall be guilty of a misdemeanor and upon conviction thereof shall be punished by a fine of not less than fifty dollars, nor more than three hundred dollars, or by imprisonment in the county jail for not more than six months, or by both such fine and imprisonment. [R C 1908 Pol t 8 s 1465]

NOTE.—[Section 201 of the Revised Codes provides for an inspector of mines, but his duties relate only to safety and the gathering of statistics.]

ALL OCCUPATIONS

WAGES

Payment to minor; parent may claim.—The wages of a minor employed in service may be paid to him, unless, within thirty days after the commencement of the service, the parent or guardian entitled thereto gives the employer notice that he claims such wages. [R C 1908 Civil t 3 C 1 s 2697]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 6 to 21.—The clerk of the board of trustees shall, on the first Tuesday of September of each year, proceed to enumerate the children of school age in his district, employing assistant enumerators if necessary, and he shall not enumerate any except bona fide residents thereof, and the board of trustees shall cause a true and certified copy of said census to be transmitted to the county superintendent. School age, as herein used, is defined as applying to all persons between the ages of six (6) and twenty-one (21) years, said census to be completed and filed by the third Tuesday in September. * * * [1911 C 159 s 58 (k) as amended by 1913 C 115]

COMPULSORY SCHOOL ATTENDANCE

Penalty; parent, etc., of juvenile disorderly person.—In all cases where any child shall be * * * a juvenile disorderly person, as defined by this act, the parent or parents, legal guardian, or person having the custody of such child, or any other person responsible for, or by any act encouraging, causing or contributing to the delinquency of such child, shall be guilty of a misdemeanor, and upon trial and conviction thereof shall be fined in a sum not to exceed three hundred dollars (\$300), or imprisonment [imprisoned] in the county jail for a period of not exceeding six months, or shall suffer both fine and imprisonment. The court may impose conditions upon any person found guilty under this act, and so long as such person shall comply therewith to the satisfaction of the court, the sentence imposed may be suspended. [1911 C 159 s 159]

Children from 8 to 18; exemptions from 14 to 18 on account of poverty; other exemptions; method of securing exemption.—In all districts of this State, all parents, guardians, and other persons having care of children shall instruct them, or cause them to be instructed, in reading, writing, spelling, English grammar, geography and arithmetic. In such districts, every parent, guardian or other person having charge of any child between the ages of eight (8) and eighteen (18) years, shall send such child to a public, private or parochial school for the entire school year during which the public schools are in session in such district: *Provided however*, That this chapter shall not apply to children over fourteen (14) years of age, where such child shall have completed the eighth (8) grade, or may be eligible to enter any high school in such district, or where its help is necessary for its own use or its parents' support, or where for good cause shown it would be for the best interest of such child to be relieved from the provisions of this chapter: *Provided further*, That if a reputable physician within the district shall certify in writing that the child's bodily or mental condition does not permit its attendance at school, such child shall be exempt during such period of disability from the requirements of this chapter. It shall be the duty of the superintendent of the school district, if there be such superintendent, and if not, then the county superintendent of schools, to hear and determine all applications of children desiring, for any of the causes mentioned here, to be exempted from the provisions of this chapter, and if upon such application such superintendent, hearing the same, shall be of the opinion that such child for any reason is entitled to be exempted as aforesaid, then such superintendent shall issue a written permit to such child, stating therein his reason for such exemption. An appeal may be taken from the decision of such superintendent so passing upon such application, to the probate court of the county in which such district lies, upon such child making such application and filing the same with the clerk or judge of said court, within ten days after its refusal by such superintendent, for which no fee to exceed the sum of one dollar (\$1.00) shall be charged, and the decision of the probate court shall be final. An application for release from the provisions of this chapter shall not be renewed oftener than once in three months. [1911 C 159 s 160]

Truant declared juvenile disorderly person.—Every child within the provisions of this chapter who does not attend school, as provided in the preceding section, * * * or who is an habitual truant from school, * * * shall be deemed a juvenile disorderly person, and be subject to the provisions of this chapter. [1911 C 159 s 161]

ENFORCEMENT

General provisions.—The compulsory education law shall be the provisions of section 160 [quoted above] * * * of this act. * * * [1911 C 159 s 146]

Duties of clerk of school board.—It shall be the duty of the clerk of the board of school trustees of each district, on or before the third Monday in September, to furnish or cause to be furnished to the head teacher of the schools in his district a list of all the children in the school district between the ages of eight (8) and eighteen (18) years, said list to be taken from the report of the school's census marshal for the current year. [1911 C 159 s 148]

Duties of teachers.—(a) It shall be the duty of the head teacher of each district to check or cause to be checked the enrollment of the school against the report furnished by the clerk as aforesaid, and to report to the county superintendent all pupils not in attendance who are within the ages of eight (8) and eighteen (18) and who have no release from school.

(b) At the beginning of each month thereafter it shall be the duty of such head teacher to report to the county superintendent, the names of all children between eight (8) and eighteen (18) not bearing releases who failed to attend school during the preceding month. It shall be the duty of the county superintendent to refuse to countersign the teachers' warrants until such reports are made as herein provided: *Provided*, That districts having a superintendent of schools shall not report to the county superintendent but shall proceed through their district superintendent in the same manner as herein provided for county superintendents. [1911 C 159 s 149]

Duties of county superintendents.—Upon the receipt of such report the county superintendent shall promptly give to the probation officer the names of all pupils who do not bear releases from school issued by proper authority. [1911 C 159 s 150]

Duties of probation officers.—The probation officer shall serve due notice upon the parents and guardians to place such children in school. If said children are not placed within school within a reasonable time and are not entitled to bear a release, then the child and the parent or guardian shall be proceeded against as provided in the laws for the correction of delinquent children. It shall be the duty of the probation officer to prefer such complaints. [1911 C 159 s 151]

Appointment, duties, and powers of probation officers.—The probate courts of the several counties in this State shall have authority to appoint or designate one or more discreet persons of good moral character to serve as probation officers during the pleasure of the court * * *. The number of said probation officers appointed and designated by the court shall be as follows: In counties in which the last school census shows a school population of over five thousand (5,000) not to exceed two (2) probation officers; in all other counties not to exceed one (1) probation officer. * * * Probation officers provided for by this chapter are hereby vested with all power and authority of sheriffs, constables and police officers to make arrests and perform other duties incident to their offices as probation officers. [1911 C 159 s 163]

MINES, FACTORIES, WORKSHOPS, MERCANTILE ESTABLISHMENTS, ETC.

MINIMUM AGE AND HOURS OF LABOR

Employment under 14 prohibited in these occupations, in apartment houses, messenger, telephone, and telegraph service, etc., and in any business or service during school hours or at night; exemptions over 12 during vacations.—No child under fourteen (14) years of age shall be employed, permitted or suffered to work in or in connection with any mine, factory, workshop, mercantile establishment, store, telegraph or telephone office, laundry, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages. It shall be unlawful for any person, firm or corporation to employ any child under fourteen (14) years of age in any business or service whatever during the hours in which the public schools of the district in which the child resides are in session, or before the hour of six (6) o'clock in the morning, or after the hour of nine (9) o'clock in the evening: *Provided*, That any such child over the age of twelve (12) years may be employed at any of the occupations mentioned in this act during the regular vacations of two weeks or more of the public schools of the district in which such child resides. [1911 C 159 s 166]

ANY GAINFUL OCCUPATION

EDUCATIONAL REQUIREMENTS

Ability to read and write, etc., required for employment under 16 during school hours.— No minor who is under sixteen (16) years of age shall be employed or permitted to work at any gainful occupation during the hours that the public schools of the school district in which he resides are in session, unless he can read at sight and write legibly simple sentences in the English language, and has received instructions in spelling, English grammar and geography and is familiar with the fundamental operations of arithmetic up to and including fractions, or has similar attainments in another language. [1911 C 159 s 167]

MINES, FACTORIES, WORKSHOPS, MERCANTILE ESTABLISHMENTS, ETC.

AGE RECORDS

Lists required from 14 to 16 in these occupations and in messenger, telegraph, and telephone service, etc.: age record, etc.— Every person, firm, corporation, agent or officer of a firm or corporation employing or permitting minors under sixteen (16) years of age and over fourteen (14) years of age to work in any mine, factory, workshop, mercantile establishment, store, telegraph or telephone office, laundry, restaurant, hotel, apartment house, or on [in] the distribution or transmission of merchandise or messages, shall keep a record of the names, ages, and place of residence of such minors. [1911 C 159 s 168]

ANY GAINFUL OCCUPATION

HOURS OF LABOR

Nine hours a day, 54 a week, and night work prohibited, under 16.— No person under the age of sixteen (16) years shall be employed or suffered or permitted to work at any gainful occupation more than fifty-four (54) hours in any one (1) week, nor more than nine (9) hours in any one (1) day; nor before the hour of six (6) o'clock in the morning nor after the hour of nine (9) o'clock in the evening. [1911 C 159 s 169]

REGULATED OCCUPATIONS

PENALTIES

Employment under 16—employer, parent, etc.; employment after notification; failure to produce age record; false statements by parent, etc.— Whoever employs a child under sixteen years of age, and whoever having under his control a child under such age permits such child to be employed in violation of sections * * * [166, 167] shall, for such offense, be fined not more than fifty dollars (\$50), and whoever continues to employ any child in the violation of either of said sections of this act after being notified by a truant officer, probation officer or school authority shall, for every day thereafter that such employment continues, be fined not less than five dollars (\$5) nor more than twenty dollars (\$20). A failure to produce to a truant officer, policeman, probation officer or school authority, the age record required by this act shall be prima facie evidence of the illegal employment of any person whose age record is not produced. Any parent, guardian or custodian of a minor under sixteen (16) years of age who knowingly swears falsely as to the age of such child for the purpose of obtaining an age record is guilty of perjury.¹ [1911 C 159 s 170]

¹ Perjury is punishable by imprisonment in the State prison not less than 1 nor more than 14 years.

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 16 in rope walking, dancing, acrobatic performances, etc., immoral exhibitions, etc., prohibited; exceptions; penalties; employer, parents, etc.—Any person, whether as parent, relative, guardian, employer or otherwise, having the care, custody or control of any child under the age of sixteen years, who exhibits, uses or employs [employs] in any manner or under any pretense, sells, apprentices, gives away, lets out or disposes of such child to any person, under any name, title or pretense, for or in any business, exhibition or vocation, injurious to the health or dangerous to the life or limb of such child, or in or for the vocation, occupation, service or purpose of singing, playing on musical instruments, rope or wire walking, dancing, begging or peddling, or as a gymnast, acrobat, or contortionist, or rider, or in any place whatsoever, or for any obscene, indecent or immoral purpose, exhibition or practice whatsoever, or for or in any mendicant, or wandering business whatsoever, or who causes, procures or encourages such child to engage therein, is guilty of a misdemeanor, and punishable by a fine of not less than fifty dollars (\$50) nor more than two hundred and fifty dollars (\$250), or by imprisonment in the county jail for a term not exceeding six (6) months or by both such fine and imprisonment. Every person who takes, receives, hires, employs, uses, exhibits, or has in custody any child under the age and for any of the purposes mentioned in this section is guilty of a like offense and punishable by like imprisonment. Nothing in this section contained applies to or affects the employment or use of any such child as a singer or musician in any church, school or academy, or the teaching or learning of the science or practice of music. [1911 C 159 s 171]

Sending minors to saloons, immoral places, etc., and employment of minors to serve or handle intoxicating liquors prohibited; penalty.—Any person, whether as parent, guardian, employer or otherwise, and any firm or corporation, who as employer or otherwise, shall send, direct, or cause to be sent or directed any minor, to any saloon, gambling house, house of prostitution or other immoral place; or who shall employ any minor to serve intoxicating liquors to customers, or who shall employ a minor in handling intoxicating liquor or packages containing such liquors in a brewery, bottling establishment or other place where such liquors are prepared for sale or offered for sale, shall, for each offense, be punished by a fine of not less than fifty dollars (\$50) or imprisonment for not less than two (2) months or by both such fine and imprisonment. [1911 C 159 s 172]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties of probation officers and school trustees; prosecutions.—The probation officer, or in counties where there is no probation officer, one or more of the school trustees shall visit the various places of employment mentioned in sections 166 and 172 of this act and ascertain whether any minors are employed therein contrary to the provisions of this act, and they shall bring complaint for offenses under this act to the attention of the prosecuting attorney for prosecution, but nothing herein shall be held to prohibit any reputable citizen from bringing complaint for violations of this act. All offenses under this act shall be prosecuted in the probate court. [1911 C 159 s 173]

Duties of State board of education, etc.—Acting through its own executive officers, the State board of education and the board of regents of the University of Idaho shall,

1. * * * Enforce the school laws of the State * * *

* * * * *

7. In co-operation with other departments of the State government, * * * see to it that the rules relating to schools, health, compulsory education, child labor and child conservation are enforced, and, in addition, shall plan an active campaign for the public conservation of childhood. [1913 C 77 s 7]

MECHANICAL, MERCANTILE, TELEPHONE, AND TELEGRAPH ESTABLISHMENTS, ETC.

HOURS OF LABOR AND SEATS FOR GIRLS

Nine hours a day; harvesting, curing, etc., fruits and perishable vegetables excepted; constitutionality.—No female shall be employed in any mechanical or mercantile establishment, laundry, hotel or restaurant, or telegraph or telephone establishment, or office, or by any express or transportation company, in this State more than nine hours during any day. The hours of work may be so arranged as to permit the employment of females at any time so that they shall not work more than nine hours during the twenty-four. *Provided however,* That the provisions of this section in relation to the hours of employment shall not apply to nor affect females employed in harvesting, packing, curing, canning or drying any variety of perishable fruit or vegetable. If it shall be adjudicated that the foregoing proviso and exception shall be unconstitutional and invalid for any reason, an adjudication of invalidity of said proviso or of any part of this act shall not affect the validity of the act as a whole or any other part thereof. [1913 C 86 s 1]

Seats to be provided and their use permitted; act to be posted.—Every employer in establishments where females are employed shall provide suitable seats for them and shall permit the use of such seats by them when they are not engaged in the active duties for which they are employed, and every such employer shall keep posted in an open and conspicuous place in each room where such females are at work a copy of this act printed in such form and style as may be easily read. [1913 C 86 s 2]

Penalty; employer, etc.—Any employer, overseer, superintendent or other agent of any such employer who shall violate any of the provisions of this act shall, upon conviction thereof, be fined for each offense in a sum not less than ten dollars (\$10.00) nor more than one hundred dollars (\$100.00). [1913 C 86 s 3]

ILLINOIS

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DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Distribution of immoral literature, etc., by minor prohibited; penalty.—It shall be unlawful to hire, use or employ any minor child to sell or give away, or in any manner to distribute, or who, [for one] having the care, custody or control of any minor child, to permit such child to sell, give away, or in any manner to distribute any book, magazine, pamphlet, newspaper, story paper or publication coming within the description of matters mentioned in the first section of this act [s 42 he—42 hg] [devoted to the publication, or principally made up of criminal news, police reports, or accounts of criminal deeds, or pictures and stories of deeds of bloodshed, lust or crime], and any person violating any of the provisions of this act shall be guilty of a misdemeanor, and on conviction shall be fined in any sum not exceeding five hundred dollars, or imprisoned in the county jail of the county where the offense has been committed not to exceed six months, or [suffer] both fine and imprisonment, at the discretion of the court. [Hurd's Revised Statutes 1913 Chapter 38 section 42 hg]

Employment under 14 in singing, rope walking, dancing, acrobatic performances, etc., prohibited; parent or guardian, etc.; exceptions.—It shall be unlawful for any person having the care, custody or control of any child under the age of fourteen years to exhibit, use or employ, or in any manner, or under any pretense, sell, apprentice, give away, let out or otherwise dispose of any such child to any person in or for the vocation or occupation, service or purpose of singing, playing on musical instruments, rope or wire walking, dancing, begging or peddling, or as a gymnast, contortionist, rider or acrobat in any place whatsoever, or for any obscene, indecent or immoral purpose, exhibition or practice whatsoever, or for, or in any business, exhibition or vocation injurious to the health, or dangerous to the life or limb of such child, or cause, procure or encourage any such child to engage therein. Nothing in this section contained shall apply to or affect the employment or use of any such child as a singer or musician in any church, school or academy, or in the teaching or learning the science or practice of music. [H R S 1913 C 38 s 492]

Employment under 14 in singing, rope walking, dancing, acrobatic performances, etc., prohibited; employer, etc.—It shall also be unlawful for any person to take, receive, hire, employ, use, exhibit, or have in custody any child under the age and for the purposes prohibited in section 42a [492] hereof. [H R S 1913 C 38 s 493]

Penalty; custody of child may be forfeited.—When it shall appear that any person has made such unlawful use of * * * any child, such child shall be deemed to be in the custody of the court, who may make such order as is now provided by law in the case of vagrant, truant, disorderly, pauper or destitute children. [H R S 1913 C 38 s 494]

Endangering life or health of child prohibited.—It shall be unlawful for any person having the care or custody of any such child willfully to cause or permit the life of such child to be endangered, or the health of such child to be injured, or to willfully cause or permit such child to be placed in such a situation that its life or health may be endangered. [H R S 1913 C 38 s 495]

Overworking children, etc., prohibited; general penalty.—Whoever shall be guilty of cruelty to any child in any of the ways mentioned in this, or in the foregoing sections 42a, 42b, 42c and 42d [492–495] shall be fined not less than five (5) dollars nor more than two hundred (200) dollars, and justices of the peace, and police justices or police magistrates shall have original jurisdiction in all such cases.

First. By * * * overworking, * * * or causing, or knowingly allowing the same to be done. * * * [H R S 1913 C 38 s 496]

NOTE.—[Chapter 38, sections 492–495, constitute an act of 1895 (amending an act of 1877) which is stated in Hurd's Revised Statutes of 1913 to be of doubtful constitutionality, because it misdescribed the sections which it purported to amend. This act of 1877, given in Hurd's Revised Statutes of 1913 as C 38, sections 42a–42e, is almost identical with C 38, sections 492–495, except that in the act of 1877 employment in "any respectable entertainment" is specifically exempted, and the penalty for a first offense is not more than \$100 or imprisonment in the county jail not exceeding three months or both, and for a second or subsequent offense is not more than \$500 or imprisonment in the penitentiary not exceeding two years or both.]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS, WORKSHOPS, THEATERS, ETC.

MINIMUM AGE AND HOURS OF LABOR

Employment under 14 prohibited in these occupations, in hotels, laundries, messenger service, etc., and in any gainful work during months when schools are in session or at night, or for more than 8 hours a day.—No child under the age of fourteen years shall be employed, permitted or suffered to work at any gainful occupation in any theater, concert hall or place of amusement where intoxicating liquors are sold or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop or as a messenger or driver therefor, within this State. No child under fourteen years of age shall be employed at any work performed for wages or other compensation, to whomsoever payable, during any portion of any month when the public schools of the town, township, village or city in which he or she resides are in session, nor be employed at any work before the hour of seven o'clock in the morning or after the hour of six o'clock in the evening: *Provided*, That no child shall be allowed to work more than eight hours in any one day. [H R S 1913 C 48 s 20]

Court decisions.—The child labor law (sections 20–20m) was intended to apply only to employment of children in factories, workshops, etc., and not intended to apply to employment of children outside.—*Sutherland v. Rockford*, 165 Ill. App. 80 (1911).

Employers are bound at their peril to see that children are not employed contrary to the provisions of the Child Labor Act.—*Purtell v. Philadelphia & Reading Coal & Iron Co.*, 256 Ill. 110, 99 N. E. 899 (1912). Where injury of a child results from his employment in violation of a prohibitive statute, recovery may be had. The employer must ascertain that employees are over 14, and a child's misrepresentation of its age is no defense.—*American Car & Foundry Co. v. Armentraut*, 214 Ill. 509, 73 N. E. 766 (1905).

EMPLOYMENT CERTIFICATES AND RECORDS

Certificates and lists required from 14 to 16.—It shall be the duty of every person, firm or corporation, agent or manager of any firm or corporation employing minors over fourteen years and under sixteen years of age in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop or as messenger or driver therefor, within this State, to keep a register in said mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, factory or workshop in which said minors shall be employed or permitted or suffered to work, in which register shall be

the same, a school attendance certificate, as hereinafter prescribed, duly filled out and signed. A duplicate of such age and school certificate shall be filled out and shall be forwarded to the State factory inspector's office. Any explanatory matter may be printed with such certificate in the discretion of the school board or superintendent of schools. The employment and the age and school certificates shall be separately printed and shall be filled out, signed and held or surrendered as indicated in the following forms:

SCHOOL CERTIFICATE.

(Name of school).

(City or town and date).

This certifies (name of minor) of the . . . th grade, can read and write legibly simple sentences. This also certifies that according to the records of this school, and in my belief, the said (name of minor) was born at (name of city or town) in (name of county) on the (date), and is now (number of years and months) old.

(Name of parent or guardian),
(Residence).

(Signature of teacher) grade.

Correct. (Name of principal).

(Name of school).

EVENING SCHOOL ATTENDANCE CERTIFICATE.

(Date).

This certifies that (name of minor) is registered in and regularly attends the evening school.

This also certifies that according to the records of my school and in my belief the said (name of minor) was born at (name of city or town) on the day of (year), and is now (number of years and months) old.

(Name of parent or guardian).
(Residence).

(Signature of teacher).
(Signature of principal).

AGE AND SCHOOL CERTIFICATE.

This certifies that I am (father, mother, guardian or custodian) of (name of minor), and that (he or she) was born at (name of town or city) in the (name of county, if known) and State or county of, on the (day of birth and year of birth) and is now (number of years and months) old.

(Signature of parent, guardian or custodian)
(City or town and date)

There personally appeared before me the above named (name of person signing) and made oath that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge. I hereby approve the foregoing certificate of (name of child), height (feet and inches), weight, complexion (fair or dark), hair (color), having no sufficient reason to doubt that (he or she) is of the age therein certified.

OWNER OF CERTIFICATE. This certificate belongs to (name of child in whose behalf it is drawn) and is to be surrendered to (him or her) whenever (he or she) leaves the service of the corporation or employer holding the same; but if not claimed by said child within thirty days from such time it shall be returned to the superintendent of schools, or where there is no superintendent of schools, to the school board.

(Signature of person authorized to approve and sign.
with official character [of] authority.)

(Town or city, and date).

ILLITERACY. In the case of a child who can not read at sight and write legibly simple sentences, the certificate shall continue as follows, after the word sentences: "I hereby certify that (he or she) is regularly attending the (name of public or parochial evening school)." This certificate shall continue in force just as long as the regular attendance of said child at said evening school is certified weekly by the teacher and principal of said school.

EVENING SCHOOL. In any city or town in which there is no public or parochial evening school, an age and school certificate shall not be approved for a child under the age of sixteen years who can not read at sight and write legibly simple sentences. When the public or parochial evening schools are not in session an age and school certificate shall not be approved for any child who can not read at sight and write legibly simple sentences. The certificate of the principal of a public or parochial school shall be prima facie evidence as to the literacy or illiteracy of the child.
[H R S 1913 C 48 s 20f]

EDUCATIONAL REQUIREMENTS

Evening school attendance required for employment of illiterate minors from 14 to 16 where evening school is maintained.—No person shall employ any minor over fourteen years of age and under sixteen years, and no parent, guardian or custodian shall permit to be employed any such minor under his control, who can not read at sight and write legibly simple sentences, while a public evening school is maintained in the town or city in which such minor resides, unless such minor is a regular attendant at such evening school. [H R S 1913 C 48 s 20g]

ENFORCEMENT

Duties and powers of factory inspectors and school authorities.—The State inspector of factories, his assistants or deputies, shall visit all mercantile institutions, stores, offices, laundries, manufacturing establishments, bowling alleys, theaters, concert halls or places of amusement, factories or workshops, and all other places where minors are or may be employed in this State, and ascertain whether any minors are employed contrary to the provisions of this act [s 20–20m]. Inspectors of factories, may require that age and school certificates, and all lists of minors employed in such factories, workshops, mercantile institutions and all other places where minors are employed as provided for in this act, shall be produced for their inspection, on demand: *And provided further*, That upon written complaint to the school board or local school authorities of any city, town, district or municipality, that any minor (whose name shall be given in such complaint) is employed in any mercantile institution, store, office, laundry, manufacturing establishment, bowling alley, theater, concert hall or place of amusement, passenger or freight elevator, factory or workshop, or as messenger or driver therefor, contrary to the provisions of this act, it shall be the duty of such school board or local school authority to report the same to the State inspector of factories. [H R S 1913 C 48 s 20h]

ANY GAINFUL OCCUPATION

HOURS OF LABOR

Eight hours a day, 48 a week, and night work prohibited, under 16; hours to be posted.—No person under the age of sixteen years shall be employed or suffered or permitted to work at any gainful occupation more than forty-eight hours in any one week, nor more than eight hours in any one day; or before the hours [sic] of seven o'clock in the morning or after the hour of seven o'clock in the evening. Every employer shall post in a conspicuous place in every room where such minors are employed a printed notice stating the hours required of them each day of the week, the hours of commencing and stopping work and the hours when the time or times allowed for dinner or for other meals begins and ends. The printed form of such notice shall be furnished by the State inspector of factories, and the employment of any such minor for longer time in any day so stated shall be deemed a violation of this section. [H R S 1913 C 48 s 20i]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; machinery, dangerous processes, places of amusement where intoxicating liquors are sold, etc.; constant standing prohibited for girls under 16.—No child under the age of sixteen years shall be employed at sewing belts, or to assist in sewing belts, in any capacity whatever; nor shall any child adjust any belt to any machinery; they shall not oil or assist in oiling, wiping or cleaning machinery; they shall not operate or assist in operating circular or band saws, wood shapers, wood jointers [wood jointers], planers, sandpaper or wood-polishing machinery, emery or polishing wheels used for polishing metal, wood-turning or boring machinery, stamping machines in sheet metal and tinware manufacturing, stamping machines in washer and nut factories, operating corrugating rolls, such as are used in roofing factories, nor shall they be employed in operating any passenger or freight elevators, steam boiler, steam machinery, or other steam generating apparatus, or as pin boys in any bowling alleys; they shall not operate or assist in operating, dough brakes, or cracker machinery of any description; wire or iron straightening machinery; nor shall

AGE RECORDS

Lists and affidavits of age required from 14 to 16; lists to be open to inspection.—It shall be the duty of every person, firm or corporation, agent or manager of any firm or corporation employing minors in any mercantile institution, store, office, laundry, manufacturing establishment, factory or workshop within this State, to keep a register in said mercantile establishment, store, office, laundry, manufacturing establishment, factory or workshop, in which said minors shall be employed, or permitted or suffered to work, in which register shall be recorded the name, age and place of residence of every child employed or permitted or suffered to work therein under the age of sixteen years; and it shall be unlawful for any person, firm or corporation, agent or manager of any firm or corporation, to hire or employ or to permit or to suffer to work, in any mercantile institution, store, office, laundry, manufacturing establishment, factory or workshop, any child under the age of sixteen years and over the age of fourteen years, unless there is first provided and placed on file in such mercantile institution, office, laundry, manufacturing establishment, factory or workshop an affidavit made by the parent or guardian, stating the name, date and place of birth of such child. If such child shall have no parent or guardian, then such affidavit shall be made by the child. And the register and affidavits herein provided for shall, on demand, be produced and shown for inspection to the State factory inspector, assistant State factory inspector, or deputy State factory inspector. [H R S 1913 C 48 s 34]

Note. [Section 34, chapter 48 of the Revised Statutes, quoted above, is superseded in large part by section 204 of the same chapter.]

Lists to be posted. Every person, firm or corporation, agent or manager of a corporation, employing or permitting or suffering to work, children under the age of sixteen years, and over the age of fourteen years, in any mercantile institution, store, office, laundry, manufacturing establishment, factory or workshop, shall post and keep posted in a conspicuous place in every room in which such help is employed, or permitted or suffered to work, a list containing the name, age and place of residence of every person under the age of sixteen years employed, permitted or suffered to work in such room. [H R S 1913 C 48 s 35]

ALL REGULATED OCCUPATIONS

SEATS FOR GIRLS

Seats to be provided and their use permitted.—* * * All establishments subject to factory inspection, where girls and women are employed, shall provide suitable seats for the use of the girls and women, and they shall be permitted the use of such seats when not necessarily engaged in their active duties. [H R S 1913 C 48 s 36]

ENFORCEMENT AND PENALTIES

Duties and powers of factory inspectors.—It shall be the duty of the State factory inspector to enforce the provisions of this act [s 33-42], and to prosecute all violations of the same before any magistrate or any court of competent jurisdiction in this State. It shall be the duty of the State factory inspector, assistant State factory inspector, and of the deputy State factory inspectors, under the supervision and direction of the State factory inspector, and they are hereby authorized and empowered to visit and inspect, at all reasonable times, and as often as possible, all places covered by this act. [H R S 1913 C 48 s 39]

Definitions. The words "manufacturing establishment," "factory" or "workshop," as used in this act [s 33-42], shall be construed to mean any place where goods or products are manufactured or repaired, dyed, cleaned or sorted, stored or packed, in whole or in part, for sale or for wages, and not for personal use of the maker, or his or her family or employer. [H R S 1913 C 48 s 40]

Penalty; violation of act; hindering inspector.—Any person, firm or corporation, agent or manager, superintendent or foreman, of any firm or corporation, who, whether for himself or for such firm or corporation, or by himself or through subagents or foreman, superintendent or manager, shall violate or fail to comply with any of the provisions of this act [s 33-42], or shall refuse admittance to premises or otherwise obstruct the factory inspector or deputy factory inspectors in the performance of their duties, as prescribed by this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than ten dollars nor more than one hundred dollars, or imprisonment [imprisoned] in the county jail not less than ten

for the first offense by a fine of not less than ten (\$10.00) dollars nor more than fifty (\$50.00) dollars; and upon conviction of the second or subsequent offense, shall be fined not less than twenty-five (\$25.00) dollars nor more than two hundred (\$200.00) dollars; and in each case shall stand committed until such fine and costs are paid unless otherwise discharged by due process of law. [1915 p 418 s 26]

Definitions.—The following terms used in this act shall have the following meaning: The term “factory” means any premises wherein electricity, steam, water or other mechanical power is used to move or work any machinery employed in preparing, manufacturing or finishing, or any process incident to the manufacturing of any article or part of any article; or the altering, repairing, ornamenting or the adapting for sale of any article. The term “mill or workshop” shall include any premises, room or apartment not being a factory as above defined, wherein any labor is exercised by way of trade or for the purpose of gain in or incidental to any process of making, altering, preparing, cleaning, repairing, ornamenting, finishing or adopting [adapting] for sale any article or part of any article, and to which or over which building, premises, room or apartment, the employer of the person employed or working therein has the right of access or control: *Provided however*, That a private house or private room in which manual or other labor is performed by a family dwelling therein, or by any of them for the exclusive use of the members of such family is not a factory, mill or workshop, within this definition. The term “mercantile establishment” shall include all concerns or places where goods, wares or merchandise are purchased or sold, either at wholesale or retail. [1915 p 418 s 29]

Copies of act to be printed in all necessary languages.—Copies of this act shall be printed in English and such other languages as may be necessary to disseminate a general knowledge of the provisions herein set forth and shall be supplied by the chief State factory inspector on application. [1915 p 418 s 30]

Summary of act to be posted.—For the purpose of disseminating a general knowledge of the provisions of this act among employees, the chief State factory inspector shall have prepared a notice covering the salient features of this act, which may be in the following form:

NOTICE TO OWNERS AND EMPLOYEES OF MERCANTILE ESTABLISHMENTS, FACTORIES, MILLS AND WORKSHOPS.

This notice must be posted in a conspicuous place, in every office and workroom of this establishment. The object of this notice is to promote the health, comfort and safety of employees, and requires their attention and cooperation.

* * * * *

8. Ample and separate toilet facilities for each sex shall be provided, and toilet rooms must be kept clean, well ventilated and well lighted.

* * * * *

The notice shall be printed on cardboard of suitable character, and the type used shall be such as to make it easily legible. In addition to English, this notice shall be printed in such other languages as may be necessary to make it intelligible to employees. Copies shall be supplied by the chief State factory inspector on application, and must be posted in a conspicuous place in every office and workroom of every establishment covered by the provisions of this act. [1915 p 418 s 31]

on musical instruments, begging, or for any mendicant business whatever, in the streets, roads or other highways of the State, and whoever shall take, receive, hire, employ, use or have in custody any such [minor] for the vocation, occupation, calling, service or purpose of singing, playing upon musical instruments or begging upon the streets, roads or other highways of the State, or for any mendicant business whatever, shall be guilty of a misdemeanor, and upon conviction thereof * * * shall be fined not less than five dollars nor more than one hundred dollars, to which may be added imprisonment not exceeding thirty days. [B A S 1914 s 2624]

Employment under 15 in public exhibitions where intoxicating liquors are sold, etc., prohibited; penalty.—Any person having the care, custody or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away, or permit such child to sing, dance, act, or in any manner exhibit in any dance house whatever, or in any concert saloon, theater, or place of entertainment where wines or spirituous or malt liquors are sold or given away, or with which any place for the sale of wines or spirituous or malt liquors is directly or indirectly connected by any passage way or entrance, or any proprietor of any dance house whatever, or the proprietor of any such concert saloon, theater or place of entertainment so employing any such child, shall be guilty of a misdemeanor, and upon conviction thereof * * * shall be fined not less than ten dollars nor more than one hundred dollars for each offense, to which may be added imprisonment not exceeding thirty days. [B A S 1914 s 2625]

MINES, ETC.

MINIMUM AGE

Employment under 12 in underground works or mines, etc., prohibited; penalty.—Any person who shall take, receive, hire or employ any child under twelve years of age in any underground works, or mines, or like place whatsoever, shall be guilty of a misdemeanor, and upon conviction thereof * * * shall be fined not less than five dollars nor more than fifty dollars. [B A S 1914 s 2626]

NOTE.—[The minimum age for employment in a "mine" or "quarry" is 14 under section 8022.]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS; MINES

ENFORCEMENT

Duties of mayors, police judges, policemen, etc.—Whenever any person shall, before a mayor, police judge or justice of the peace, make oath or affirmation that the affiant believes that this act [s 2622–2627] has been or is being violated in any place or house, such mayor or police judge or justice shall forthwith issue a warrant to a constable, policeman or other authorized officer to enter such place or house and investigate the same, and such person may arrest, or cause to be arrested, all offenders and bring them before the court, issuing such warrant for a hearing of the case; and it shall be the duty of all constables and policemen to aid him in bringing all such offenders before said authorities for a hearing. [B A S 1914 s 2627]

ALL OCCUPATIONS

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every person or corporation employing women or girls in any business in this State shall provide suitable seats for the use of said employees so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for the performance of which they are so employed. [B A S 1914 s 2628]

Penalty; enforcement.—Any person or persons, or any corporation violating any of the provisions of this act [s 2628–2629], shall be punished by a fine of not less than ten dollars not more than thirty dollars for each offense. And it is made the duties of the prosecuting attorneys of the State to enforce the provisions of this act. [B A S 1914 s 2629]

or domestic service more than fifty-four (54) hours in any one week or nine (9) hours in any one day. [B A S 1914 s 8022b]

Night work prohibited under 16; farm and domestic work excepted.—No child under sixteen (16) years of age shall be employed or permitted to work in any gainful occupation other than farm work or domestic service, before the hour of seven (7) in the morning, or after the hour of six (6) in the evening. [B A S 1914 s 8022c]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; other occupations prohibited for boys under 16 and girls under 18; saloons, etc.; constant standing prohibited for girls under 18.—No child under the age of sixteen (16) years shall be employed or permitted to work in any tobacco warehouse, cigar or other factory where tobacco is manufactured or prepared, hotel, theater, or place of amusement; or in any employment where their health may be injured or morals depraved. And no boy under the age of sixteen (16) years and no girl under the age of eighteen (18) years shall be employed or permitted to work in or about any brewery, distillery, saloon, concert hall, or any other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, or bottled; or in dipping, dyeing [drying], or packing matches, or manufacturing, packing or storing gunpowder, dynamite, nitroglycerin or its compounds, fuses or other explosives. Nor shall girls under the age of eighteen (18) years be employed in any capacity where such employment compels them to remain standing constantly. [B A S 1914 s 8022d]

Specific occupations prohibited under 16; machinery.—No child under the age of sixteen (16) years shall be employed or permitted to operate circular or band saws; wood shapers, wood joiners, planers, stamping machines used in sheet metal or tin work manufacturing, stamping machines in washer or nut factories, and all other stamping machines used in stamping metals; steam boilers; steam machinery; or other steam generating apparatus, dough brakes or cracker machinery of any description, wire or iron straightening machinery, rolling mill machinery, punch or shears, grinding or mixing mills, calender rolls in rubber manufacturing or laundry machinery, corrugating rolls of the kind used in roofing or washboard manufacturing. [B A S 1914 s 8022e]

REGULATED OCCUPATIONS

PENALTIES

Violation by employer, parent, etc.—Any person who violates any provision of this act [s 8022a–8022f] or who suffers or permits any child to be employed in violation of its provisions, shall be deemed guilty of a misdemeanor, and [and] on conviction shall be fined not less than five dollars (\$5), nor more than two hundred dollars (\$200), to which may be added imprisonment for not more than ten (10) days in the county jail, and for a second or subsequent offense he shall be imprisoned in the county jail for not less than ten (10) days nor more than thirty (30) days. [B A S 1914 s 8022f]

MANUFACTURING ESTABLISHMENTS

HOURS OF LABOR FOR GIRLS

Night work prohibited for girls of any age.—No person or corporation, or officer or agent thereof, shall employ any woman or female young person in any capacity for the purpose of manufacturing, between the hours of 10 o'clock at night and 6 o'clock in the morning. [B A S 1914 s 8023]

DANGEROUS OCCUPATIONS

MINIMUM AGE

Employment under 18 in operating elevators prohibited.—No person, company, corporation or association shall employ or permit any young person to have the care, custody, management of or to operate any elevator. [B A S 1914 s 8024]

Court decision.—A violation of this section constitutes negligence per se.—Waverly Co. v. Beck, 103 N. E. 332 (1913).

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RAILROADS ¹

HOURS OF LABOR

Period of rest after 16 hours' work for certain employees; exceptions.—It shall be unlawful for any railway company within the State of Iowa, or any of its officers or agents to require or permit any employee engaged in or connected with the movement of any rolling stock, engine or train, to remain on duty more than sixteen consecutive hours, or to require or permit any such employee who has been on duty sixteen consecutive hours to perform any further service without having at least ten hours for rest, or to require or permit any such employee to be on duty at any time to exceed sixteen hours in any consecutive twenty-four hours: *Provided however*, That this section shall not apply to work performed in the protection of life or property in cases of accident, wreck, or other unavoidable casualty, or prevent train crews from taking a passenger train, or freight train loaded exclusively with live stock or perishable freight, to the next nearest division point upon such railroad: *And provided further*, That it shall not apply to that time necessary for the trainmen to reach a resting place when an accident, wreck, washout, snow blockade or other unavoidable cause has delayed their train: *And provided further*, That this section shall not apply to employees of sleeping car companies. [Code 1897 Supplement 1913 section 2110-a]

Enforcement and penalty.—Any superintendent, train master, train dispatcher, yardmaster or other official of any railroad in the State of Iowa, violating any of the provisions of this act [s 2110-a to 2110-b], shall be deemed guilty of a misdemeanor, and upon conviction shall be punished by a fine of not less than one hundred dollars and not more than five hundred dollars for each offense. It shall be the duty of the board of railroad commissioners to receive written statements of violations of this act and when so requested to hold the same without disclosure of the name of the person making such statement, and to investigate each and every complaint filed alleging such violation. The board in making such investigation shall have the power to administer oaths, interrogate witnesses, take testimony, and require the production of books and papers, and must file a report of such investigation in writing with a full statement of its finding to the governor. In all cases of violation of this act, the board of railroad commissioners, through the attorney-general, must at once begin the prosecution of all parties against whom evidence of violation is found; but this act shall not be construed to prevent any other person from beginning prosecution for violation hereof. [C 1897 Supp 1913 s 2110-b]

¹ See court decision on page 7 (New York).

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of commissioner of bureau of labor statistics; penalty for hindering inspectors.—The commissioner of the bureau of labor statistics shall have the power to enter any factory or mill, workshop, mine, store, business house, public or private work, when the same is open or in operation, for the purpose of gathering facts and statistics such as are contemplated by this chapter [s 2469–2477–1], and to examine into the methods of protection from danger to employees, and the sanitary conditions in and around such buildings and places, and make a record thereof. If the commissioner shall learn of any violation of, or neglect to comply with the law in respect to the employment of children, or in respect to fire escapes, or the safety of employees, or for the preservation of health, he shall give written notice to the owner or person in charge of such factory or building, of such offense or neglect, and if the same is not remedied within sixty days after service of such notice, such officer shall give the county attorney of the county in which such factory or building is situated, written notice of the facts, whereupon that officer shall immediately institute the proper proceedings against the person guilty of such offense or neglect. And any owner or occupant of such factory or mill, workshop, mine, store, business house, public or private work, or any agent or employee of such owner or occupant, who shall refuse to allow any officer or employee of said bureau to so enter, or who shall hinder him, or in any way deter him from collecting information, shall be deemed guilty of a misdemeanor, and, upon conviction thereof before any court of competent jurisdiction, shall be punished by a fine of not exceeding one hundred dollars and costs of prosecution, or by imprisonment in the county jail not exceeding thirty days. [C 1897 Supp 1913 s 2472]

Definitions.—The expressions “factory,” “mill,” “workshop,” “mine,” “store,” “business house,” and “public or private work,” as used in this chapter [s 2469–2477–1], shall be construed to mean any factory, mill, workshop, mine, store, business house, public or private work, where wage-earners are employed for a certain stipulated compensation. [C 1897 Supplemental Supplement 1915 s 2473]

Appointment and duties of female inspector.—The commissioner of the bureau of labor statistics * * * shall also be allowed three factory inspectors, one of whom shall be a woman * * *. The woman factory inspector herein provided for shall, in addition to the general duties required of her, under the direction of the commissioner of the bureau of labor statistics, inspect the sanitary and general conditions under which the women and children are at work in all factories, workshops, hotels, restaurants, stores, and any other places where women and children are employed; collect statistics and make recommendations and report the same to the commissioner of labor, who shall make special reference thereto in his biennial report to the governor, and said woman factory inspector shall render any other or additional service under the direction of the labor commissioner as will tend to promote the health and general welfare of the women and children employees of this State. * * * [C 1897 Supp 1913 s 2477]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS, MINES, ETC.

MINIMUM AGE

Employment under 14 prohibited in these occupations and in operating elevators; exception.—No person under fourteen years of age shall be employed with or without wages or compensation in any mine, manufacturing establishment, factory, mill, shop, laundry, slaughterhouse or packing house, or in any store or mercantile establishment where more than eight persons are employed, or in the operation of any freight or passenger elevator, or livery stable or garage, place of amusement, or in the distribution or transmission of merchandise or messages: *Provided*, That nothing in this section shall be construed as prohibiting a child from working in any of the above establishments or occupations when such are owned or operated by their own parents. [C 1897 S Supp 1915 s 2477–a]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use permitted; penalty.—All employers of females in any mercantile or manufacturing business or occupation shall provide and maintain suitable seats, when practicable, for the use of such female employees, at or beside the counter or workbench where employed, and permit the use thereof by such employees to such extent as the work engaged in may reasonably admit of. Any neglect or refusal to comply with the provisions of this section by any employer shall be punished by a fine not exceeding ten dollars. [C 1897 s 4999]

MANUFACTURING ESTABLISHMENTS, WORKSHOPS, HOTELS, ETC.

TOILETS AND DRESSING ROOMS FOR GIRLS

Separate toilets for the sexes; separate dressing rooms if needed.—Every manufacturing establishment, workshop or hotel in which five or more persons are employed, shall be provided with a sufficient number of water-closets, earth closets or privies for the reasonable use of the persons employed therein, which shall be properly screened and ventilated and kept at all times in a clean condition and free from all obscene writing or marking; * * * and if women or girls are employed in such establishment, the water-closets, earth closets or privies used by them shall have separate approaches and be separate and apart from those used by the men. In factories, mercantile establishments, mills and workshops, adequate washing facilities shall be provided for all employees; and when the labor performed by the employees is of such a character as to require or make necessary a change of clothing, wholly or in part, by the employees, there shall be provided a dressing room, or rooms, lockers for keeping clothing and suitable washing facilities separate for each sex, and no person, or persons, shall be allowed to use the facilities assigned to the opposite sex * * *. [C 1897 Supp 1913 s 4999-a1]

DANGEROUS OCCUPATIONS

MINIMUM AGE

Cleaning machinery in motion prohibited for boys under 16 and girls under 18; operating dangerous machinery prohibited under 16.—* * * No person under sixteen years of age, and no female under eighteen years of age shall be permitted or directed to clean machinery while in motion. Children under sixteen years of age shall not be permitted to operate or assist in operating dangerous machinery of any kind. [C 1897 Supp 1913 s 4999-a2]

Court decisions.—The employment of a child in violation of the statute is negligence per se.—*Woolf v. Nauman Co.*, 128 Iowa 261, 103 N. W. 785 (1905). A person under the prescribed age does not assume risks of employment and is not guilty of contributory negligence.—*Bromberg v. Evans Laundry Co.*, 111 N. W. 417 (1907).

REGULATED OCCUPATIONS

ENFORCEMENT AND PENALTIES

Enforcement: commissioner of bureau of labor statistics, etc.; penalty.—It shall be the duty of the commissioner of the bureau of labor [statistics] of the State, and the mayor and chief of police of every city or town, to enforce the provisions of the foregoing sections [s 4999-4999-a2]. Any person, whether acting for himself or for another or for a copartnership, joint stock company or corporation, having charge or management of any manufacturing establishment, workshop or hotel, who shall fail to comply with the provisions of said sections, within thirty days after being notified in writing to do so, by any one of said officers whose duty it may be to enforce the provisions of said sections, shall be punished by a fine not exceeding one hundred dollars or by imprisonment in the county jail not exceeding thirty days. * * * [C 1897 S Supp 1915 s 4999-a5]

RAILROADS¹

HOURS OF LABOR

Period of rest after 16 hours work for certain employees; exceptions.—It shall be unlawful for any corporation or receiver operating a line of railroads [railroad] in whole or in part in the State of Kansas, for any officer, agent or representative of such corporation or receiver, to require or permit any conductor, engineer, fireman, brakeman, train dispatcher, telegraph operator or any trainman who has worked in his respective capacity for sixteen consecutive hours, to continue on duty or perform any work for such railroad until he has had at least eight hours' rest: *Provided*, That this act shall not apply in case of washout, wrecks, or unavoidable blockades, nor shall it be construed to prevent the crew of a train which contains live stock or perishable freight in carload lots from running to the next division point after the expiration of the time limit provided for in this act: *Provided further*, That this section shall not apply to employees of sleeping-car companies, baggagemen, and express messengers. [G S 1909 s 7129]

Enforcement and penalty.—Any corporation or receiver operating a line of railroad in whole or in part in this State who shall knowingly violate any provisions of this act [s 7129-7130] shall be liable to the State of Kansas for a penalty of not less than one hundred dollars nor more than two hundred dollars for each offense, * * * and upon complaint being made to the commissioner of labor, he is thereby authorized to investigate such complaint, and shall be empowered to examine the train sheets, registers, and dispatchers' reports, and to hear such other evidence as may be offered by officers or employees of such railroad company, to determine whether such complaint is well founded; and if the complaint appears to be well founded, it shall be the duty of said commissioner of labor to file a complaint before the county attorney of the proper county through which said company may operate. [G S 1909 s 7130]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Children from 8 to 15, inclusive; exemptions over 14 if able to read and write and regularly employed; other exemptions.—Every parent, guardian or other person in the State of Kansas having control or charge of any child or children between the ages of eight and fifteen years, inclusive, shall be required to send such child or children to a public school, or a private, denominational or parochial school taught by a competent instructor, each school year, for such period as said school is in session: *Provided*, That any child of the age of fourteen years or more who is able to read and write the English language, and who is actively and regularly employed for his own support or for the support of those dependent upon him, shall not be required to attend the aforesaid schools for a longer period or term than eight consecutive weeks in any one year: *Provided*, That any and all children that have received a certificate of graduation from the common schools of any county or certificate of admission to a high school in any city of the State of Kansas shall be exempt from the provisions of this act: *Provided*, That the children who are physically or mentally incapacitated for the work of common schools are exempt from the provisions of this act [s 7736-7741]; but the school authorities shall have the right, and they are hereby authorized, when such exemption under the provision of this act is claimed by any parent, guardian, or other person in the control or charge of such child or children, to cause an examination of such child or children by a physician or physicians employed for such purpose by such authorities, and if such physician or physicians hold that such child or children are capable of doing the work in the common schools, then such child or children shall not be exempt from the provisions of this act. [G S 1909 s 7736]

Opinions.—The ages are from the time the child becomes eight years old until it becomes fifteen years old. The parent or guardian may determine the particular kind of a school which the child shall attend. Attendance at a night school does not afford sufficient time to become a substitute for attendance upon a day school. This State requires that instructors in such schools be competent; a teacher may be competent without being the holder of a teacher's certificate.

The child must be able to read and write the English language, and also be actively and regularly employed as stated in the law.

It is entirely within the province of school authorities to determine the validity of the claim for exemption.—State Superintendent of Public Instruction (1913).

¹ See court decision on page 7 (New York).

such action the orders, rulings and holdings complained of shall, unless temporarily stayed or enjoined by the court, remain in full force and effect until final judgment. Service of summons on any member of the board shall be sufficient service on the board. [1915 C 275 s 14]

Penalty for violation of act.—A violation of any provision of this act shall constitute a misdemeanor, and any one convicted thereof shall be punished by a fine of not less than twenty-five (\$25.00) dollars, nor more than one hundred (\$100.00) dollars for each such misdemeanor. [1915 C 275 s 15]

Testimony, etc., of employee not to cause discharge or discrimination; penalty.—Any employer who discharges, or in any other manner discriminates against any employee because such employee has signed or agreed to sign any request to the commission to investigate wages, hours, or sanitary, or other labor conditions, or has testified or is about to testify, or because such employer believes that said employee may testify in any investigation or proceedings or sign any request relative to the enforcement of this act, shall be deemed guilty of a misdemeanor and upon conviction thereof, shall be punished by a fine of not less than twenty-five (\$25.00) dollars nor more than one hundred (\$100.00) dollars for each such misdemeanor. [1915 C 275 s 16]

Penalty for paying less than minimum wage or for employing longer hours than those established; right to recover balance.—Any employer who employs any woman, or minor, learner or apprentice in any occupation at less than the minimum wage or for a greater number of hours in a day or week fixed or under sanitary or other conditions forbidden by order or license issued by the commission, shall be deemed guilty of a misdemeanor and upon conviction thereof, shall be punished by a fine of not less than twenty-five (\$25.00) dollars nor more than one hundred (\$100) dollars for each such misdemeanor. Any woman or minor or learner or apprentice who shall receive less than the minimum wage or shall be compelled to work for a greater number of hours than that fixed by order or license issued by the commission, shall be entitled to recover in a civil action the full amount of the legal minimum wage, and compensation at the same rate for the number of hours of over-time work as herein provided for, together with costs and attorney's fees to be fixed by the court, notwithstanding any agreement to work for such lesser wage or greater number of hours. In such action, however, the employer shall be credited with any wages which have been paid upon account. [1915 C 275 s 17]

Commission to investigate compliance with orders.—The commission shall, from time to time, investigate and ascertain whether or not employers or employees in the State of Kansas are observing and complying with its orders and take such steps as may be necessary to have prosecuted such employers and employees as are not observing and complying with its orders. [1915 C 275 s 18]

Commissioner of labor to furnish statistics.—The commissioner of labor and the several inspectors of the bureau of labor shall, at any and all times, give to the commission any information or statistics in their respective offices that may assist said commission in carrying out this act and render such assistance as said commission as may not be inconsistent with the performance of their respective official duties. [1915 C 275 s 19]

Biennial report.—The commission shall biennially make a report to the governor and legislature of its investigations and proceedings, and such reports shall be printed and distributed as in the case of other executive documents. [1915 C 275 s 20]

Application of act.—This act is to be construed as supplemental to existing laws regulating the employment of women, learners and apprentices and minors. [1915 C 275 s 21]

laborers are employed, and of any factory, workshop, laundry, store, or mercantile, manufacturing or mechanical establishment, or hotel, restaurant, telephone exchange or telegraph office where women are employed, to admit the labor inspector during reasonable hours and while the same is open, for the purpose of making an inspection of same, and any person who shall refuse to admit such inspectors in violation of the provisions of this section shall be fined not to exceed one hundred (\$100) dollars, or to [sic] be imprisoned in jail not more than six months, or both so fined and imprisoned in the discretion of the jury. [St 1915 s 33a.3]

NOTE.—[Sections 2722-2738e of the Statutes of 1915, provide for an inspector of mines, who has assistants, but his duty appears to be only to enforce the provisions of the act which relates to the safety and sanitation of coal mines, but which contains nothing relative to the employment of minors.]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 16 prohibited; employment of girls under 16 in peddling or wandering occupations prohibited; penalty for parent, employer, etc.—A person who, for gain or reward, employs or causes to be employed, or who exhibits, uses, or who has in his custody for the purpose of exhibiting or employing, any child actually or apparently under the age of sixteen years, or any person who, having the care, custody, or control of such child, as parent, relative, guardian, employer, or otherwise, sells, lets out, gives away, or in any way procures or consents, for gain or reward to the employment or exhibition of such child, either, first, in begging or receiving alms, or in any mendicant occupation; second, or (being a female) in peddling or in any wandering occupation; third, or male or female in any indecent or immoral occupation or practice, or in the exhibition of any such child when insane or idiotic; or, fourth, in any practice or exhibition of unusual danger to the life, limb, health or morals of the child, is guilty of a misdemeanor, and shall, for the first offense, be fined not more than twenty dollars, or confined in the county jail or workhouse, in counties having a workhouse, not more than ninety days, or both so fined and confined within the discretion of the court; and, upon conviction for a second or any subsequent offense, shall be fined in any sum not exceeding one hundred dollars, or imprisoned in the penitentiary for a term not exceeding one year, or both so fined and confined within the discretion of the jury. [St 1915 s 326]

Enforcement: police and peace officers, etc.; penalty.—The police officer and constable must, and any agent or officer of an incorporated society for the prevention of cruelty to children or animals or charity organization may, upon proper affidavit and warrant, arrest and bring before the court or magistrate having jurisdiction, any person offending against any of the provisions of this act [s 325-331], or any minor coming within any of the descriptions of children mentioned in this act. Such police officer, constable or agent may interfere to prevent the perpetration in his presence of any act forbidden by this act. Any person who obstructs or interferes with any officer or agent of such society or organization in the exercise of his authority under this act, is guilty of a misdemeanor, and shall be fined not more than twenty dollars, or be confined in the county jail or workhouse, in counties having a workhouse, not more than ninety days, or both so fined and confined within the discretion of the court. * * * [St 1915 s 330]

Enforcement: societies for prevention of cruelty to children.—The commissioned agents of any society for the prevention of cruelty to children or animals, or of any charity organization, shall have the same rights, powers and duties as regular policemen and other peace officers, for the enforcement of the provisions of this act [s 325-331]. [St 1915 s 331]

FACTORIES, WORKSHOPS, MERCANTILE ESTABLISHMENTS, THEATERS, ETC.

MINIMUM AGE

Employment under 14 prohibited in these occupations, in messenger, telephone and telegraph service, etc.; in any occupation during school term.—No child under fourteen years of age shall be employed, permitted or suffered to work in or in connection with any factory, mill, workshop, mercantile establishment, store, office, printing establishment, bakery, laundry, restaurant, hotel, apartment house, theatre, motion picture

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Time book required where girls are employed; false records violation of act.—Every person, firm or corporation employing females in laundry, bakery, factory, workshop, store or mercantile, manufacturing or mechanical establishment, or hotel, restaurant, telephone exchange or telegraph office, shall keep a time book in which shall be correctly recorded the name of each female employee and the number of hours she is employed each day, which books shall at all times be open to the inspection of the State labor inspector and his assistants. Any such employer or agent of such employer who knowingly makes any false record in this book, and any such employer who fails to keep such book or fails to produce it upon request to the State labor inspector or his assistants for inspection shall be guilty of a violation of this act [s 4866b.1–4866b.8]. [St 1915 s 4866b.5]

Hours and copy of act to be posted.—Every person, firm or corporation employing females in laundry, bakery, factory, workshop, store or mercantile, manufacturing, or mechanical establishment, or hotel, restaurant, telephone exchange or telegraph office, shall cause to be posted and at all times keep in a conspicuous place in each workroom wherein females are employed in the establishment of such employer: (a) A plainly printed copy of this act [s 4866b.1–4866b.8], and (b) A printed notice, in a form which shall be furnished by the State labor inspector, stating the number of hours per day for each day of the work [sic] required of the females employed, and the time when such work shall begin and end. [St 1915 s 4866b.6]

REGULATED OCCUPATIONS

PENALTY

Violation of act.—Any person, firm or corporation who or which violates any of the provisions of this act [s 4866b.1–4866b.8], or suffers or permits any female to be employed in violation of the provisions of this act, shall be deemed guilty of a misdemeanor, and, on conviction, unless otherwise herein expressly provided, shall be punished by a fine of not more than fifty dollars and not less than twenty-five dollars for the first offense, and for each subsequent offense by imprisonment for not more than ninety days and not less than ten days, or by a fine of not less than fifty dollars nor more than two hundred dollars, or by both fine and imprisonment. [St 1915 s 4866b.7]

APPLICATION OF ACT

Constitutionality of act.—If any section of this bill [act] [s 4866b.1–4866b.8] shall be held to be unconstitutional, in whole or in part, the fact shall not affect any other section of the act, it being the intention of the general assembly in enacting this bill [act] to enact each section separately. [St 1915 s 4866b.8]

LOUISIANA

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INTOXICATING LIQUORS

MINIMUM AGE

Employment of girls in saloons, etc., prohibited; penalty.—No owner, proprietor, keeper, lessee or agent, manager or conductor of any concert hall or saloon where spirituous liquors, wines or malt are sold at retail, shall employ or suffer to be employed any female to distribute or appear among the audience or frequenters of such concert hall or saloon for the purpose of distributing or selling or taking orders to be filled, any such spirituous liquors, wines or malt and any person or persons violating the provisions of this act shall be deemed guilty of a misdemeanor, and, on conviction shall be imprisoned in the parish jail not less than thirty days nor more than three months and [suffer] a fine of not less than fifty nor more than one hundred dollars for each and every offense. [Wolff's Revised Laws 1904 volume 1 page 395; 1894 Act 43 section 1]

FACTORIES

MINIMUM AGE

Operating or cleaning machinery in motion, etc., prohibited under 12.—No child under the age of twelve years shall be permitted to operate or clean any part of the machinery in a factory while such part is in motion by the aid of steam, water or other mechanical power, or to clean any part of such machinery that is in dangerous proximity to such moving part. [W R L 1904 v 1 p 991; 1892 A 60 s 1]

Penalty.—Whoever, either for himself, or [as] superintendent, foreman, overseer or other agent of another, violates the provisions of the preceding section, shall be punished by a fine of not less than ten nor more than twenty-five dollars, or shall be subject to imprisonment for a term not exceeding thirty days, or both at the discretion of the court for each offense. [W R L 1904 v 1 p 991; 1892 A 60 s 2]

ALL OCCUPATIONS

SEATS AND HOURS OF LABOR FOR GIRLS

Seats to be provided and their use permitted.—It shall be unlawful for any person, firm or corporation doing business in the State of Louisiana, where female labor or female clerks are employed, not to maintain seats, chairs or benches which shall be so placed as to be accessible to said employees, for their use during the times when said employees are not actually engaged in the attention to their duties as employees of such firm, person or corporation. [W R L 1904 v 1 p 992; 1900 A 55 s 1]

Thirty minutes for midday meal required in retail establishments.—All persons, firms or corporations doing business at retail in the State of Louisiana where female labor or female clerks are employed, shall be required to give every employee each day, between the hours of ten (10) a. m. and three (3) p. m. not less than thirty (30) minutes for lunch or recreation. [W R L 1904 v 1 p 992; 1900 A 55 s 2]

NOTE.—[See W R L Supplement 1904-1908 v 3 p 414; 1908 A 301 s 4]

Penalty.—Whoever shall be found guilty of evading or disobeying any of the provisions of this act [1900 A 55], shall be deemed guilty of a misdemeanor, and upon arrest and conviction therefor shall be fined in a sum of not less than twenty-five (\$25) dollars nor more than one hundred (\$100) dollars, and in default of the payment thereof shall be sentenced to imprisonment for a period not less than five (5) days nor more than six (6) months. [W R L 1904 v 1 p 992; 1900 A 55 s 3]

STREET RAILWAYS

HOURS OF LABOR

Ten hours a day within 12 consecutive hours.—Ten hours labor in twenty-four shall constitute a day's labor in the operation of all street railroads owned or operated by corporations incorporated under the laws of this State, whatever motive power may be used in the operation of such railroads; the said ten hours to be embraced within twelve consecutive hours. [W R L 1904 v 2 p 1505; 1902 A 122 s 1]

Misdemeanor to exact over 10 hours, etc.; exceptions.—It shall be a misdemeanor for any officer or agent of any street railroad company to exact from any of its employees more than ten hours' labor in the twenty-four, constituting a day and embraced within twelve consecutive hours: *Provided however*, That in cases of accident, unavoidable delay, or emergency extra labor may be permitted for extra compensation, with the consent of the employee. [W R L 1904 v 2 p 1505; 1902 A 122 s 2]

Penalty.—Any officer or agent of any of the said street railroads, who shall have been convicted of violating the provisions of this act, shall be fined not more than fifty dollars, or suffer imprisonment in the parish prison or jail, as the case may be, for not more than two months, or both, at the discretion of the court * * *. [W R L 1904 v 2 p 1505; 1902 A 122 s 3]

ALL REGULATED OCCUPATIONS

ENFORCEMENT AND PENALTIES

Duties and powers of commissioner of labor, etc.—The duties of said commissioner [of labor] and said assistant commissioners shall be to visit and inspect manufacturing establishments, workshops, mills, mercantile establishments, factories and other places where industrial work is being done for the purpose of enforcing the laws regulating or dealing with the conditions of employment of labor of any kind, and to prosecute all persons, firms, associations or corporations violating the labor laws of the State. * * * [Wolff's Revised Laws Supplement 1904-1908 volume 3 page 412; 1908 Act 155 section 2 as amended by 1914 Act 186]

Duties and powers of commissioner, etc.; appointment of factory inspector in New Orleans.—The commissioner or assistant commissioners shall have power to take and preserve evidence, examine witnesses under oath and administer the same, and in the discharge of his duties may enter any public institution of the State, and at reasonable hours any factory, mill, workshop, mercantile establishment or other places where labor may be employed. In the city of New Orleans the mayor shall appoint a factory inspector who may be either male or female. The commissioner and each assistant commissioner shall have power to investigate all cases where violations of the laws pertaining to the conditions or employment of labor is complained of; and

request made by persons authorized to issue them. An age certificate shall not be approved unless satisfactory evidence is furnished by a certificate of birth or baptism of such child, the register of birth of such child with an officer of a city or town designated to keep a register of births, or by the records of the public or parochial school attended by such child, that such child is of the age stated in the certificate, or by a certified copy of their passport from the commissioner of immigration: *Provided*, That in cases where the above proof is not obtainable, the parent, guardian or custodian of the child shall make an oath before the State factory inspector, or any factory inspector, or before a juvenile or district court as to the age of such child, and the State factory inspector, or any factory inspector, or the court, may issue to such child an age certificate as sworn to. A duplicate of such age certificate shall be filled out and shall be forwarded to the office of the State factory inspector. The age certificate shall be printed and shall be filled out, signed and held or surrendered in the following forms:

AGE CERTIFICATES.

This certifies that I am (father, mother, guardian or custodian) of (name of minor) and that (he or she) was born at (name of town or city) in the (name of county if known) and (State or county [sic] of) on the (date of birth and year of birth) and is now (number of years and months) old.

(Signature of parent, guardian or custodian.)

(City or town and date.)

There personally appeared before me the above-named (name of person signing) and made oath that the foregoing certificate by (him or her) signed, is true to the best of (his or her) knowledge. I hereby approve the foregoing certificate of (name of child), height, (feet and inches,) weight, complexion (fair or dark), hair (color), having no sufficient reason to doubt that (he or she) is of the age therein certified.

Owner of certificate. This certificate belongs to (name of child and in whose behalf it is drawn), and is to be surrendered to (him or her) whenever (he or she) leaves the service of the corporation or employer holding the same, but if not claimed by said child within thirty days from such time, it shall be returned to the office of the State factory inspector for cancellation.

(Signature of person authorized to approve and sign with official character of authority.)

(Town or city and date.)

Such certificate shall be issued without charge. * * * [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 2]

ENFORCEMENT

Duties and powers of commissioner of labor, etc.—It shall be the duty of the * * * [commissioner of labor] and his deputies, and such factory inspectors as will be appointed in incorporated cities and towns by the mayor, with the consent of the council, and in parishes, by the police jury, and they are hereby authorized and empowered to visit and inspect, at all reasonable times and as often as possible all places enumerated in section 1 [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 1 as amended by 1914 A 133 s 2] of this act [1908 A 301], and to file complaint in any court of competent jurisdiction to enforce the provisions of this act, and it shall be the duty of the parish or district attorney to appear and prosecute all complaints so filed. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 3]

HOURS OF LABOR

Ten hours a day, 60 a week, for boys under 18 and girls of any age; time for midday meal required; mercantile establishments exempted on Saturday nights and for 20 days before Christmas; penalty.—No child or person under the age of 18 years, and no woman shall be employed in any of the places and industries enumerated in section 1 [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 1 as amended by 1914 A 133 s 2] of this act [1908 A 301] for a longer period than ten hours per day of [or] 60 hours per week. There shall be one hour allowed each day for dinner, but such dinner time shall not be included as part of the working hours of the day. In case two-thirds of the employees so desire, time for dinner may be reduced at their request to not less than 30 minutes: *Provided*, That this shall not apply to persons working in stores and mercantile establishments on Saturday nights or 20 days before Christmas. Any violation of this provision shall be punishable by a fine of not less than \$25 or more than \$50, or by imprisonment in the parish jail (parish prison in New Orleans) for not less than

FACTORIES, MILLS, AND WORKSHOPS

HEALTH OF MINORS

Cleanliness where women and children are employed; penalty.—Every factory, mill or workshop in this State where women and children are employed shall be limewashed or painted when deemed necessary and ordered by the health authorities. Failure to comply with this section shall be punishable by a fine of not less than \$25 nor more than \$50 or imprisonment in the parish jail (parish prison in New Orleans) for not less than ten days nor more than thirty days or both, in the discretion of the court. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 16]

MINIMUM AGE

Cleaning machinery in motion prohibited for minors and women; penalty.—No minor or woman shall be required to clean any part of the mill, gearing or machinery in any such establishment in this State while the same is in motion. Failure to comply with this section shall be punishable by a fine of not less than \$25 nor more than \$50 or imprisonment in the parish jail (parish prison in New Orleans), for not less than ten days nor more than thirty days or both, in the discretion of the court. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 17]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

SAFETY

Openings of hatchways, elevators, etc., where women and children are employed to be protected; penalty.—The opening of all hatchways, elevators and wellholes upon every floor of every manufacturing, mechanical or mercantile or public buildings [building] where women or children are employed in this State shall be protected by good and sufficient trapdoors of [or] self-closing hatches or safety catches or good strong guard rails at least three feet high. Failure to comply with this section shall be punishable by a fine of not less than \$25 nor more than \$50 or imprisonment in the parish jail (parish prison in New Orleans), for not less than ten days nor more than thirty days or both, in the discretion of the court. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 18]

INJURIOUS OCCUPATIONS

HEALTH OF MINORS

State inspector may order mechanical means of ventilation where women and children are employed; procedure; penalty.—In all establishments in this State wherein children, young persons or women are employed where any process is carried on by which dust, or smoke or lint is generated the inspector shall have the power and authority to order that a fan, or fans, or some other dust, or smoke or lint removing or consuming contrivance or contrivances be so placed as to prevent the inhalation of such dust or smoke or lint by the employees: *Provided*, That two mechanical engineers, one chosen by the inspector and the other by the owner or owners of the establishment, shall agree as to the necessity of such fan or fans or other dust or smoke or lint removing or consuming contrivance or contrivances. Upon the failure of said two mechanical engineers to agree, a third mechanical engineer shall be chosen to arbitrate. Failure to comply with this section shall be punishable by a fine of not less than \$25 nor more than \$50 or imprisonment in the parish jail (parish prison in New Orleans) for not less than ten days nor more than six months or both, in the discretion of the court. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 19]

MANUFACTURING, MECHANICAL, AND OTHER ESTABLISHMENTS

SAFETY

Accidents to be reported where women and children are employed; penalty.—All accidents in manufacturing, mechanical or other establishments or places within this State where children, young persons or women are employed which prevent the injured person or persons from returning to work within two weeks after the injury or which result in death shall be reported semiannually by the person in charge of such establishment or place to the inspector. Failure to do this shall be deemed a violation of this section and punishable by a fine of not less than \$5 nor more than \$10 or imprisonment in the parish jail (parish prison in New Orleans) for not less than twenty-four hours nor more than ten days, or both, in the discretion of the court. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 20]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Office, etc., to be provided for inspector.—It shall be the duty of the city or town or parish employing an inspector or inspectors to provide a suitable office for same and pay for all necessary expenses incurred in the discharge of the duties of said office. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 21]

Annual report of inspections, etc.—There shall be an annual report of inspections made and all work and expenses in connection with said office forwarded to the commissioner of labor and [in] incorporated towns and cities to the mayor and council of the cities and towns employing said inspector or inspectors. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 22]

Appointment and duties of factory inspector in New Orleans.—The mayor of the city of New Orleans, with the consent of the council, shall appoint a factory inspector, who may be either male or female, to see that the regulations of this act [1908 A 301] are observed and also to prosecute all persons who shall violate the same. Such inspector shall be paid a salary of not more than twelve hundred dollars per annum. [W R L Supp 1904-1908 v 3 p 414; 1908 A 301 s 23 as amended by 1912 A 61]

MERCANTILE ESTABLISHMENTS

HOURS OF LABOR

One hour for midday meal required in retail establishments in certain cities.—It shall be unlawful for any proprietor or proprietors, firm or corporation doing business in this State, in cities of more than fifty thousand inhabitants, engaged in the retail business, or conducting retail department stores or retail establishments, not to allow their clerks at least one hour of the day, between the hours of 10:00 a. m. and 3:00 p. m. for their midday meal, lunch or recreation. [W R L Supp 1904-1908 v 3 p 426; 1904 A 195 s 1]

Penalty.—Any proprietor or proprietors, firm or corporation found guilty of, or [sic], evading, the provisions of this act [1904 A 195] shall be deemed guilty of a misdemeanor and upon conviction thereof shall be fined not less than twenty-five dollars (\$25) nor more than one hundred dollars, (\$100), and in default of payment thereof be imprisoned not less than fifteen days (15) nor more than six months (6). [W R L Supp 1904-1908 v 3 p 426; 1904 A 195 s 2]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of girls and minors in saloons, etc., prohibited.—No license as a retail liquor dealer or as a retail malt and vinous liquor dealer shall be issued to any woman; and no woman or girl, or minor, shall serve in any barroom, cabaret, coffeehouse, cafe, beer saloon, liquor exchange, drinking saloon, grogshop, beerhouse or beer garden. [W R L Supp 1904-1908 v 3 p 872; 1908 A 176 s 5]

Penalty.—* * * Any person firm or corporation hereafter conducting any barroom, cabaret, coffeehouse, cafe, beer saloon, liquor exchange, drinking saloon, grog-

demerit and upon conviction shall be liable for the first offense to a fine of not more than five \$5.00 dollars and for each subsequent offense to a fine of not more than ten dollars and in default of payment of such fines to imprisonment in the parish prison for a period not exceeding five days. * * * [1910 A 222 s 3]

Enforcement: duties of attendance or truant officers.—The attendance or truant officers of the parish shall be competent of any person make a full and impartial investigation of all charges against parents or guardians or other persons having control of any child or children for violation of any of the provisions of this act. If it shall appear upon such investigation and after the three days notice hereinafter provided shall have been given that any parent, guardian or other person has violated any of the provisions of this act, it is hereby made the duty of said attendance or truant officers to make and file in the proper court a complaint in legal form against such parent, guardian or other person charging such violation and to assist in the prosecution of such charges by the proper authorities. [1910 A 222 s 5]

Enforcement: appointment of attendance or truant officers.—The board of directors of the Parish of Orleans shall appoint with the power to remove at pleasure, one or more male attendance or truant officers and shall fix their compensation, payable from the school fund of said parish and shall prescribe their duties, not inconsistent with law, and make rules and regulations for the performance thereof. [1910 A 222 s 6]

Note.—Section 7, article 4 of the constitution of this state provides: "all laws or parts of laws in conflict," authorizes the board of directors of the public schools of the Parish of Orleans to "select an attendance officer, and employ such other officers, clerks and assistants as may be necessary to properly conduct the public schools of the parish."

Enforcement: duties and powers of attendance or truant officers.—To aid in the enforcement of this act, the attendance or truant officers shall in addition to the other duties provided elsewhere in this act, have full police power, the authority to serve warrants and to enter factories, workshops, stores and other places where children may be employed, and do whatever may be found necessary, for investigation and in the enforcement of this act. It shall be the duty of the attendance or truant officers to see that the provisions of this act are complied with, and when from personal knowledge, or report to them, or complaint from any resident or teacher of the parish under his supervision, he has reason to believe that any child, subject to the provisions of this act, is habitually absent from school, he shall immediately give written notice to the parent or guardian or other person having control of such children, that the attendance of such child is required at school and if within three 3 days such parent or guardian or other person having control or charge of such child does not comply with the provisions of this act and enter said child in a school, said truant officer shall make complaint against such parent, guardian, or other person having control of such child or children in the proper court, charging such violation, and shall assist in the prosecution of such parent or guardian or [sic] by the proper authorities, and in the event of such parent, guardian or other person being found guilty by the court, shall be punished [sic] as hereinabove provided. [1910 A 222 s 7]

SCHOOL CENSUS IN NEW ORLEANS

Enumeration of children from 6 to 18.—It shall be the duty of the assessors and the board of assessors of the Parish of Orleans to make a correct enumeration by giving the name of the educable children, between the ages of six and eighteen years in the respective parishes and wards by race and sex. This list of educable children shall be made in triplicate form and written in ink. One list shall be furnished to the auditor of public accounts, one list to the State board of education, and one list to the board of school directors of the parish in which the enumeration is made. The said assessors of the parishes shall also make a separate correct enumeration of the blind and deaf and dumb children between the ages of six and eighteen years in their respective parishes by wards, giving the name, race and sex of said children, and shall furnish to the State board of education one separate list of said blind children and one separate list of said deaf and dumb children. It shall be the duty of the assessors and the board of assessors of the Parish of Orleans to swear to the correctness of said lists before a competent officer, who shall attach a certificate thereof on each list before filing them. [W R L Supp 1904-1908 s 3 p 230; 1908 A 48 s 1]

able inspections to see that the regulations of this act are observed, and to prosecute all persons, or corporations through their presidents who shall violate the same. Such inspector, superintendent, or chief officer of police, shall detail such portion of the force under him as he shall deem necessary for the inspection, from time to time of all the aforesaid places where stationary firemen may be employed. In towns, and parishes the mayor thereof shall perform the duties above imposed on the inspector, superintendent or chief of police in cities. [1912 A 245 s 4]

Definition.—The term “stationary fireman,” wherever used in this act shall be deemed to mean, and apply to any person employed in the generation of steam in stationary boilers, and in attending to the water supply for such boilers. [1912 A 245 s 5]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE OUTSIDE OF NEW ORLEANS

Children from 8 to 14 in certain cities; exceptions.—Parents having minor children between the age of eight and fourteen years and tutors and guardians, or other persons having the care of the person of minors between the age of eight and fourteen years, in cities of over twenty-five thousand inhabitants, the Parish of Orleans excepted, are required to send such minors to the public schools, or other schools continuously for at least four months each year: *Provided*, That separate public schools for the races are opened to receive such minors for that time in each year, otherwise it shall be sufficient that said minors attend school as long as the public school term: *And provided further*, That the provisions of this act shall not apply to minors physically, or mentally unable or unfit to attend school, or where a minor is the sole dependence of infirm persons or a mother or sisters in necessitous circumstances, the same to appear from a certificate signed by the superintendent of public schools of the place where such minor resides. [1914 A 91 s 1]

Penalty.—Any parent, tutor or guardian or other person having the control of the person of such minors, in such cities of over twenty-five thousand inhabitants, violating section one, of this act shall be deemed guilty of a misdemeanor and on conviction thereof shall be fined in a sum of not less than ten dollars, nor more than one hundred dollars, and in default of payment of which shall be imprisoned not less than ten or more than sixty days and in the case of tutors or guardians, such violation shall be deemed sufficient cause for their removal. [1914 A 91 s 2]

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or accounts of criminal deeds, or pictures and stories of lust or crime] shall be punished by imprisonment in the county jail not more than six months, or by fine of not less than twenty-five, nor more than one hundred dollars, or by both imprisonment and fine. [R S 1903 C 125 s 15]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Appointment and powers of agents for the protection of children.—Upon application by the mayor and alderman of any city, the selectmen of any town or the county commissioners of any county to the governor and council recommending any person as an "agent for the protection of children," the governor shall cause the qualifications and experience of said person to be investigated by the State board of charities and corrections, and report thereon to be made to the governor and if from such report it shall appear that the person so recommended possess the necessary qualifications and experience for the office, the governor and council shall issue a badge and a commission to the person designated in said application, appointing such person an "agent for the protection of children," to serve within and for the county for which he or she shall be appointed and within which he or she shall reside, authorizing such agent to arrest persons charged with violating any of the provisions of this act or any other act or law concerning the protection of children, or prevention of cruelty to the same, and to serve any process, civil or criminal, provided for by the terms of said acts or required for the enforcement of the same, in the same manner and with the same powers in the premises as any sheriff, deputy sheriff, police officer or constable, and to perform such other duties as may be provided for by this act. * * * [1905 C 123 s 1 as amended by 1915 C 320 s 1]

Duties of agents, sheriffs, police officers, etc.—Any agent for the protection of children appointed as aforesaid and all sheriffs, deputy sheriffs, police officers and constables shall investigate all cases of cruel or injurious treatment of children coming to their knowledge, and shall cause offenders against any provisions of this act or any other act concerning the protection of children or prevention of cruelty to the same to be prosecuted. Said agents shall be ex-officio agents of the State board of charities and corrections, and the said board shall advise and instruct said agents in the performance of their duties, and the said agents shall file with the said board such reports of cases investigated and children taken into custody by or through their efforts as said board may require. * * * [1905 C 123 s 2 as amended by 1915 C 320 s 4]

INTOXICATING LIQUORS

MINIMUM AGE

Employment in keeping or selling intoxicating liquors prohibited under 16; penalty.—* * * Whoever by himself, his clerk, servant or agent, directly or indirectly employs or permits any such child [under 16] to aid or assist him in the illegal keeping or the illegal sale of intoxicating liquors, shall be punished in addition to the penalties otherwise provided against the illegal keeping for sale or illegal sale of intoxicating liquors, by fine not less than one hundred dollars or by imprisonment not less than sixty days. [1905 C 123 s 8]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 16 prohibited; penalty.—No person shall employ or cause to be employed, exhibit, use or have in custody, or train for use, employment or exhibition, any child under sixteen years of age, and no parent, guardian or other person, having care, custody and control of such child, shall procure or permit the training, use, employment or exhibition of any such child, in begging or soliciting or receiving alms in any manner or under any pretense, or in any illegal, indecent or immoral exhibition or practice, or in any exhibition of any such child when insane or idiotic, or when possessing any deformity and unnatural physical formation, or in any practice, exhibition or place dangerous or injurious to the life, limb, health or morals of such child. Whoever offends against the provisions of this section shall be punished by a fine not exceeding one hundred dollars or by imprisonment not exceeding sixty days. [1905 C 123 s 9]

necessity or convenience requires the employment of women or male minors as aforesaid by shifts during different periods or parts of the day shall post in a conspicuous place in every room in which such persons are employed, a printed notice stating separately the hours of employment for each shift or tour of duty, and the amount of time allowed for meals. The printed form of such notice shall be furnished by the commissioner of labor and industry and State factory inspector. The employment of any such female or male minor for a longer time in any day than that stated in the printed notice, or, in case the hours named in such notice are less than as provided in sections one and three of this act, the employment of any such female or male minor for a longer time in any day than as provided in sections one and three of this act, shall be deemed a violation of the provisions of this section except in cases of emergency or extraordinary public requirement as provided in section three of this act, and in such cases no employment in excess of the hours authorized under the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the commissioner of labor and industry and State factory inspector. Whenever the nature of the business makes it impracticable to fix the recess allowed for meals at the same time for all females or male minors employed, the commissioner of labor and industry and State factory inspector may issue a permit dispensing with the posting of the hours when the recess allowed for meals begins and ends, and requiring only the posting of the total number of hours which females or male minors are required or permitted to work on each day of the week, and the hours of beginning and stopping such work. Such permit shall be kept by such employer upon such premises, and exhibited to the commissioner of labor and industry and State factory inspector, his deputy, or any authorized agent of the labor department, who is hereby authorized to enforce this act. [1915 C 350 s 5]

Time book required for boys under 16 and girls of any age; to be open to inspection; failure to keep or produce record, making false statements, etc., violation of act.—Every employer shall keep a time book or record for every female, and every male minor under sixteen years of age employed in any establishment or occupation named in sections one and three of this act, stating the number of hours worked by each female and each male minor under sixteen years of age on each day of the week. Such time book or record shall be open at all reasonable hours to the inspection of the commissioner of labor and industry and State factory inspector, his deputy, or any authorized agent of the labor department. Any employer who fails to keep such record as required by this section or makes any false entry therein, or refuses to exhibit such time book or record, or makes any false statement to the commissioner of labor and industry and State factory inspector, his deputy or any authorized agent of the labor department, in reply to any question put in carrying out the provisions of this act shall be liable for a violation thereof. [1915 C 350 s 6]

Penalty.—Any person who violates any of the provisions of this act shall upon conviction be punished by a fine of not less than twenty-five dollars nor more than fifty dollars for the first offense; for the second offense by a fine of not less than fifty dollars nor more than two hundred dollars; for a third offense and every subsequent offense by a fine of not less than two hundred and fifty dollars nor more than five hundred dollars. [1915 C 350 s 7]

Application of act.—Nothing in the seven preceding sections shall apply to any manufacturing establishment or business, the materials and products of which are perishable and require immediate labor thereon to prevent decay thereof or damage thereto. [1915 C 350 s 8]

Prosecutions; powers of judges of municipal and police courts, etc.—All fines or penalties provided for by the term of this act may be recovered or enforced by complaint or indictment, and in all prosecution under this chapter and amendments and additions thereto, trial justices and judges of the municipal and police courts within their counties shall have by complaint original and concurrent jurisdiction with the supreme judicial and superior courts. [1915 C 350 s 9]

MARYLAND

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RAILROADS¹

HOURS OF LABOR

Eight hours a day for certain telegraph and telephone operators; penalty.—It shall be unlawful for any person, corporation or association operating a railroad within this State to permit any telegraph or telephone operator who spaces trains, by the use of the telegraph or telephone, under what is known and termed "block system" (defined as follows): Reporting trains to another office or offices, and to the train dispatcher registering the same and operating one or more train order signals, and telegraph or telephone levermen who manipulate interlocking machines in railroad yards or on main tracks out on the lines connecting side tracks or switches or train despatchers in its services; whose duties substantially as hereinbefore set forth pertain to the movement of cars, engines or trains on its railroad by the use of the telegraph or telephone in despatching or reporting trains or receiving or transmitting train orders as interpreted in this section, to be on duty for more than eight hours in any twenty-four consecutive hours. Any person, corporation or association that shall violate section 323, shall pay a fine of one hundred dollars for each violation of this act. * * *

[Annotated Code 1911 volume 1 (1911) article 23 section 323]

Application of act.—* * * The provisions of sections 323 to 325 shall not apply to any part of a railroad where not more than eight regular passenger trains in twenty-four hours pass each way: *Provided moreover*, That where twenty freight trains pass each way generally in each twenty-four hours then the provisions of sections 323 to 325 shall apply, notwithstanding that there may pass a less number of passenger trains than hereinbefore set forth, namely, eight. [A C 1911 v 1 (1911) art 23 s 325]

¹ See court decision on page 7 (New York).

INTOXICATING LIQUORS

MINIMUM AGE

Employment under 16 in brewery or bottling establishments prohibited.—No person shall employ a minor under sixteen years of age in handling intoxicating liquors, or in handling packages containing intoxicating liquors, in any brewery or bottling establishment where intoxicating liquors are prepared for sale or offered for sale. [A C 1911 v 3 (1914) art 27 s 346]

Penalty.—Whoever violates the provisions of section 346 shall be guilty of a misdemeanor, and on conviction thereof shall in the discretion of the court be fined a sum not less than ten dollars nor more than one hundred dollars, or be imprisoned in jail for not less than five nor more than thirty days, in default of payment of said fine. [A C 1911 v 3 (1914) art 27 s 347]

NOTE.—[This age limit has been raised to 18, but the penalty for employment under 16, as here given, does not appear to have been superseded by the later act. See A C 1911 v 3 (1914) art 100 s 21.]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment of girls as waiters or in sale of liquors, etc., in places of amusement prohibited. It shall not be lawful for any proprietor, lessee or manager of any theater, museum or other place of amusement to employ women or girls as waiters, or to permit them to act in such theater or place of amusement, or among the audience or frequenters of such theater or place of amusement as waiters, or for the purpose or under the pretense of selling, serving, receiving orders or pay for spirituous or malt liquors, wines, lager beer or any other refreshments or merchandise. [A C 1911 v 3 (1914) art 27 s 442]

Penalty. Any person violating the provisions of the preceding section shall be deemed guilty of a misdemeanor, and on conviction thereof in the criminal court of Baltimore or the circuit court for the county shall be sentenced to pay a fine of not less than one hundred nor more than one thousand dollars, or to imprisonment in jail for not less than one month nor more than six months, or to both fine and imprisonment at the discretion of the court, and to forfeiture of license; one-half the fine to be paid to the informer and the other half to the State. [A C 1911 v 3 (1914) art 27 s 443]

Employment under 16 in rope walking, singing, dancing, etc., prohibited; penalty for parent, employer, etc. Any person having in his care, custody or control any child under the age of sixteen years, whether as parent, guardian, relative, employer or otherwise, who shall sell, apprentice or give away, let out or otherwise dispose of any such child to any person under any name, title or pretense whatever, and any person, whether as parent, guardian, relative, employer or otherwise, who shall take, receive, hire, employ, use or have in custody any such child for the vocation, use, occupation, calling, service or purpose of singing, playing on musical instruments, rope walking, dancing, peddling, begging or any mendicant or wandering business whatsoever shall be deemed guilty of a misdemeanor, and upon conviction thereof before any competent tribunal to which such person may be committed for trial shall be fined not less than fifty nor more than two hundred and fifty dollars, or be imprisoned in a county jail for not less than thirty days nor more than a year, or suffer both such fine and imprisonment in the discretion of the said tribunal; one-half of all fines so imposed to be paid to the informer. [A C 1911 v 3 (1914) art 27 s 476]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of minors in saloons, etc., prohibited; penalty.—It shall not be lawful for any person, or for any club or association, or for any corporation now formed or hereafter to be formed, or for any officer, agent or employee of any such club, association or corporation, to hire or employ any minor to sell or dispense anywhere in the State any beer or spirituous or fermented liquors of any kind at retail, where such beer or liquors are to be drunk upon the premises. Any person violating any provision of this section shall upon conviction be fined a sum not exceeding one hundred dollars. [A C 1911 v 2 (1911) art 56 s 98]

exceeding eighteen as it may deem proper. Their compensation shall be paid by the mayor and city council of Baltimore. The boards of school commissioners of the several counties may appoint and may remove at pleasure for their respective counties or any part thereof such number of "attendance officers," male or female, as they may deem necessary or desirable and fix their compensation from the general school fund of the respective counties. [A C 1911 v 3 (1914) art 77 s 156¹]

Enforcement: duties and powers of attendance officers.—It shall be the duty of each attendance officer, and said officer shall have full power, within the city or county for which he or she may be appointed, to arrest without warrant any child between eight and sixteen years of age found away from his home, and who is a truant from school, or who fails to attend school in accordance with the provisions of this subtitle [s 153-172]. The said officer shall forthwith deliver a child so arrested either to the custody of a person in parental relation to the child or to the teacher from whose school such a child is then a truant * * *. The attendance officers shall promptly report every such arrest to the school commissioners of the said city or county, respectively, or to such person or persons as they may direct. [A C 1911 v 3 (1914) art 77 s 157¹]

Enforcement: duties of teachers, etc.—It shall be the duty of the principal or head teacher of every public or private school in this State to report immediately to the school commissioners of the county, where such school is located, or of Baltimore city if located therein, or to an attendance officer or other official designated by such commissioners, the names of all children enrolled in his or her school who have been absent or irregular in attendance three days or their equivalent without lawful excuse within a period of eight consecutive weeks. [A C 1911 v 3 (1914) art 77 s 160¹]

SCHOOL CENSUS IN BALTIMORE

Enumeration of children from 6 to 18, inclusive; penalty for withholding information or making false statements.—It shall be the duty of the police commissioners of Baltimore city, between the tenth and thirtieth day of November of each year, to cause a census, as nearly as possible accurate, to be made by members of the force under their command, of every child from six to eighteen years of age, inclusive, resident in the said city. The said police commissioners shall, for the purpose of taking said census divide the city into such posts, districts, or other subdivisions as they shall determine. The said census shall give the full name, address, age, color, sex and place of birth of each child, the school attended, or if not at school, his employment or that he is not employed, and the place of birth of each parent of said child, and the full and complete records of said census shall be furnished by said police commissioners to the board of school commissioners of Baltimore city on or before the tenth day of December in each and every year. Whosoever has under his control a child between said ages and withholds information in his possession from any office demanding it relating to the items aforesaid, or makes any false statement in regard to the same, shall be deemed guilty of a misdemeanor and be fined not more than twenty dollars. [A C 1911 v 3 (1914) art 77 s 159¹]

REGULATED OCCUPATIONS

ENFORCEMENT

Powers of attendance officers.—Attendance officers may visit all establishments where minors are employed in their several cities and counties, and ascertain whether any minors are employed therein contrary to law. Attendance officers may require that the certificates provided for in article 100 of the code of public general laws of Maryland [A C 1911 v 3 (1914) art 100] relating to minors employed in such establishments shall be produced for inspection. [A C 1911 v 3 (1914) art 77 s 166¹]

¹ The amending act, chapter 173 of the Acts of 1912, provides in section 4 that "nothing in this act [s 153-172] shall be taken to apply to Howard, Kent, Anne Arundel, Worcester, St. Marys and Somerset Counties, but the existing laws which this act undertakes to repeal and reenact shall remain in force as far as they now apply to the said Howard, Kent, Anne Arundel, Worcester, St. Marys and Somerset Counties." The act of 1902, which this act repealed and reenacted, did not apply to the counties herein mentioned; thus it would appear that the compulsory school law can not apply to these counties. On Jan. 1, 1915, the law as provided for in section 153A of the Code was in force in the following counties: Dorchester, Frederick, Harford, Montgomery, Baltimore, Caroline, and Talbot.

canteen establishment, store, office, boarding house, place of amusement, club or in the distribution, transmission, or sale of merchandise. [A C 1911 v 3 (1914) art 100 s 5]

ALL OCCUPATIONS.

MINIMUM AGE.

Employment under 14 during school hours prohibited; exceptions.—It shall be unlawful for any person, firm or corporation to employ, permit or suffer to work for hire or remuneration any child under fourteen years of age in any business or service whatever during any of the hours when the public schools of the district in which said child resides are in session, unless said child shall have previously fulfilled during the current school year such requirements as to school attendance as now or may hereafter be prescribed by law. [A C 1911 v 3 (1914) art 100 s 6]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS.

MINIMUM AGE.

Specific occupations prohibited under 16; machinery, etc.—No child under the age of sixteen years shall be employed, permitted or suffered to work at any of the following occupations, or in any of the following positions: Adjusting any belt to any machinery; sewing or lacing machine belts in any workshop or factory; oiling, wiping or cleaning machinery or assisting therein; operating or assisting in operating any of the following machines: Circular or band saws, wood shapers, wood jointers, planers, sandpaper or wood-polishing machinery, wood-turning or boring machinery, picker machines or machines used in picking wool, cotton, hair or any other material, carding machines, paper-lace machines, leather-burnishing machines, job or cylinder printing presses operated by power other than foot power, boring or drill presses, stamping machines used in sheet-metal and tinware or in paper and leather manufacturing or in washer or nut factories, metal or paper cutting machines, corner-staying machines in paper-box factories, corrugating rolls, such as are used in corrugated paper, roofing or wash-board factories, steam boilers, dough brakes or cracker machinery of any description, wire or iron straightening or drawing machinery, rolling-mill machinery, power punches or shears, washing, grinding or mixing machinery, calender rolls in paper and rubber manufacturing, laundering machinery; or in proximity to any hazardous or unguarded belts, machinery or gearing; or upon any railroad, whether steam, electric or hydraulic; or upon any vessel or boat engaged in navigation or commerce [A C 1911 v 3 (1914) art 100 s 7]

MINIMUM AGE AND THEATRICAL PERMITS.

Specific occupations prohibited under 16; dangerous processes, mines, etc.; permits required for children under 16 in theatrical exhibitions, etc.—No child under the age of sixteen years shall be employed, permitted or suffered to work in any capacity in, about or in connection with any processes in which dangerous or poisonous acids are used; nor in the manufacture or packing of paints, colors, white or red lead; nor in soldering; nor in occupations causing dust in injurious quantities; nor in the manufacture or use of dangerous or poisonous dyes, nor in the manufacture or preparation of compositions with dangerous or poisonous gases; nor in the manufacture or use of compositions of lye in which the quantity thereof is injurious to health; nor on scaffolding; nor in heavy work in the building trades; nor in any tunnel or excavation; nor in, about or in connection with any mine, coal breaker, coke oven, or quarry; nor in assorting, manufacturing or packing tobacco; nor in operating any automobile, motor car or truck; nor in a pool or billiard room; nor in any other occupation dangerous to the life and limb, or injurious to the health or morals of such child; nor shall any child under the age of sixteen years be employed upon the stage of any theater or concert hall or in connection with any theatrical performance or other exhibition or show: *Provided*, That the chief of the Maryland bureau of statistics and information may issue a permit allowing a child under such age to appear in connection with theatrical performances or other exhibition or show, for a period not exceeding two weeks, when, in his opinion, such permit is justified by the evidence presented to him. [A C 1911 v 3 (1914) art 100 s 8]

suffer such child to work in such place or establishment, proof of the making of such demand and of such failure to produce and deliver such evidence shall be prima facie evidence of the illegal employment of such child in any prosecution brought therefor. [A C 1911 v 3 (1914) art 100 s 20]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 18; machinery, elevators, and dangerous processes; places where intoxicating liquors are manufactured, etc.—No child under the age of eighteen years shall be employed, permitted or suffered to work in, about or in connection with blast furnaces, docks or wharves; or in the outside erection and repair of electric wires; in the running or management of elevators, lifts or hoisting machines or dynamos; in oiling or cleaning machinery in motion; in the operation of emery wheels or any abrasive polishing or buffing wheel [where] articles of the baser metals or iridium are manufactured; at switch tending, gate tending, track repairing or as brakemen, firemen, engineers, motormen or conductors upon railroads, or as railroad telegraph operators; pilots, firemen or engineers upon boats and vessels; or in or about establishments where nitroglycerin, dynamite, dualin, guncotton, gunpowder or other high or dangerous explosives are manufactured, compounded or stored; or in the manufacture of white or yellow phosphorus or phosphorus matches; or in any distillery, brewery or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled; or in any theater, concert hall, club or other place of amusement wherein intoxicating liquors are sold. [A C 1911 v 3 (1914) art 100 s 21]

INTOXICATING LIQUORS

MINIMUM AGE

Employment under 21 in saloons, etc., prohibited.—No minor under twenty-one years of age shall be employed, permitted or suffered to work in, about or in connection with any saloon or barroom where intoxicating liquors are sold. [A C 1911 v 3 (1914) art 100 s 22]

DANGEROUS AND INJURIOUS OCCUPATIONS

MINIMUM AGE

Constant standing prohibited for girls under 18.—No female under eighteen years of age shall be employed, permitted or suffered to work in any capacity where such employment compels her to remain standing constantly. [A C 1911 v 3 (1914) art 100 s 23]

MESSENGERS IN CITIES

HOURS OF LABOR

Night work prohibited under 18.—In cities having a population of 20,000 or over no person under the age of eighteen years shall be employed, permitted or suffered to work as a messenger for telegraph, telephone or messenger companies in the distribution, transmission or delivery of goods or messages before six o'clock in the morning or after ten o'clock in the evening of any day. [A C 1911 v 3 (1914) art 100 s 24]

ALL ESTABLISHMENTS

HOURS OF LABOR

Hours of labor to be posted where persons under 18 are employed.—Every employer shall post and keep posted in a conspicuous place in every establishment wherein any person under the age of eighteen is employed, permitted or suffered to work, a printed copy of the sections of this subtitle [s 4-49] relating to hours of labor. Such copies shall be prepared by the Maryland bureau of statistics and information and be furnished by it on application of such employer. [A C 1911 v 3 (1914) art 100 s 25]

or he shall work for more than twelve hours during each or any day of twenty-four hours. [P L L 1888 art 4 as reenacted by 1898 C 123 s 793]

Forfeiture of charter for violation.—Any corporation which shall in any manner violate any of the provisions of the preceding section shall be deemed to have misused or abused its corporate powers and franchises, and the attorney general of the State, upon the application in writing, made by any citizen of this State, accompanied by sufficient proof of such violation, shall forthwith, without further authorization, institute proceedings for the forfeiture of the charter of such corporation, by petition in the name of the State, in the manner provided by the laws of this State for the enforcement of the forfeiture of the charter of any corporation which has abused or misused its corporate powers or franchises. [P L L 1888 art 4 as reenacted by 1898 C 123 s 794]

Penalty.—If any corporation, or any officer, agent or servant of such corporation, or any person or any firm managing or conducting any street railway in this State, or any agent or servant of such person or firm, shall do any act in violation of the provisions of section 793, it, he, or they shall be deemed to have been guilty of a misdemeanor, and shall, on conviction thereof in a court of competent jurisdiction, be fined one hundred dollars for each offense so committed, together with the costs of such prosecution. [P L L 1888 art 4 as reenacted by 1898 C 123 s 795]

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Note.—[The duties and powers relating to enforcement of labor laws heretofore exercised by the State board of health, factory inspectors, etc., have been transferred by section 5, chapter 726, Acts of 1912, to the State board of labor and industries. In every case the new enforcing authority has been indicated in the text by an insertion in brackets, the former enforcing powers being omitted.]

EDUCATIONAL REQUIREMENTS

EVENING SCHOOLS

Cities and towns where twenty or more educational certificates are issued to maintain evening schools.—Any town may, and every city or town in which there are issued during the year from September first to August thirty-first certificates authorizing the employment of twenty or more persons who do not possess the educational qualifications enumerated in section one of chapter forty-four of the Revised Laws, as amended [R L 1902 C 44 s 1 as amended by 1913 C 779 s 1], shall maintain during the following

IMMORAL OCCUPATIONS

MINIMUM AGE

Employment agencies and others forbidden to send girls to immoral places, etc.; penalty.—Whoever knowingly procures, entices, sends, or aids or abets in procuring, enticing, or sending a woman or girl to practice prostitution or to enter as an inmate or a servant, a house of ill fame or other place resorted to for the purpose of prostitution, whether within or without the State, shall for each offense be punished by a fine of not less than one hundred nor more than five hundred dollars, or by imprisonment for not less than three months nor more than two years. Whoever as proprietor or keeper of an intelligence or employment office, either personally or through an agent or employee, procures or sends a woman or girl to enter as aforesaid a house of ill fame or other place resorted to for the purpose of prostitution, the character of which on reasonable inquiry could have been ascertained by him, shall for each offense be punished by a fine of not less than fifty nor more than two hundred dollars. [R L 1902 C 212 s 8 as amended by 1910 C 424 s 3]

Distribution of obscene literature, etc., by minors prohibited; penalty.—Whoever * * * employs a minor to sell, lend, give away or distribute or, having the custody or control of a minor, permits him to sell, lend, give away or distribute any such book, pamphlet, magazine, newspaper or printed paper [devoted to the publication or principally made up of criminal news, police reports or accounts of criminal deeds, or pictures and stories of lust or crime], shall be punished by imprisonment for not more than two years or by a fine of not less than one hundred nor more than one thousand dollars. [R L 1902 C 212 s 21]

STREET TRADES

MINIMUM AGE

Sales upon street cars by children under 10 prohibited; penalty for street railway company.—If a street railway company, its agent or servant, allows a child under the age of 10 years to enter upon or into any of its cars for the purpose of selling newspapers or other articles therein or offering them for sale, it shall forfeit fifty dollars for each offense, which shall be recovered by any person by an action brought within three months after the offense has been committed. [1906 C 463 Part III s 89]

ALL REGULATED OCCUPATIONS

EMPLOYMENT CERTIFICATES

Appointment of school physicians.—The school committee of every city and town in the Commonwealth shall appoint one or more school physicians, shall assign one to each public school within its city or town, and shall provide them with all proper facilities for the performance of their duties as prescribed in this act; and shall assign one or more to perform the duty of examining children who apply for health certificates in accordance with this act: *Provided however,* That in cities wherein the board of health is already maintaining or shall hereafter maintain substantially such medical inspection as this act requires, the board of health shall appoint and assign the school physician. [1906 C 502 s 1 as amended by 1910 C 257]

Duties of school physicians; examination for health certificates.—Every school physician shall make a prompt examination and diagnosis of all children referred to him as hereinafter provided, and such further examination of teachers, janitors and school buildings as in his opinion the protection of the health of the pupils may require. Every school physician who is assigned to perform the duty of examining children who apply for health certificates shall make a prompt examination of every child who wishes to obtain an age and schooling certificate, as provided in section sixty of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine [1909 C 514 s 60 as amended by 1913 C 779 s 18], and who presents to said physician an employment ticket, as provided in said section, and the physician shall certify in writing whether or not in his opinion such child is in sufficiently sound health and physically able to perform the work which the child intends to do. [1906 C 502 s 2 as amended by 1910 C 257]

for examination of the employment certificate shall be made by the school committee within ten days after the presentation to the office of the school committee of a child in violation of the act. [1909 C 514 s 57 as amended by 1913 C 779 s 16]

Employment certificates for children under sixteen and health records and physical examination certificates shall be issued only by the school committee or by a person authorized by it in writing, or, where there is no school committee, by a person authorized in writing by the school committee of the city in which the child to whom it is issued resides during the school year in which the child reaches sixteen the Commonwealth of the city of Boston, where the child is to be employed. That no member of a school committee or other person authorized as aforesaid shall have authority to issue such certificates for any child who is or about to enter such person's own employment or the employment of a firm or corporation of which he is a member, officer or employee. The person issuing employment certificates shall, in each case, before issuing a certificate, receive, examine, approve and file the following papers, duly executed:—

1. A paper of promise signed by the employer or by an authorized manager or representative setting forth the character of the employment, the number of hours per day during which the child is to be regularly employed and the name and address of the employer, in which promise the employer agrees to employ the child in accordance with the provisions of this act and to return the employment certificate as presented in written objection.

2. The school record of such child, properly filled out and signed as hereinafter provided.

3. A paper signed by a school or family physician, or by a physician appointed by the school committee, stating that the child has been thoroughly examined by such physician and, in his opinion, is in sufficiently sound health and physically able to perform the work which the child intends to do.

4. Evidence of age showing that the child is fourteen years of age, which shall consist of one of the following proofs of age: (a) A birth certificate, or a duly attested transcript thereof, made by a registrar of vital statistics or other officer charged with the duty of recording births. (b) A baptismal certificate, or a duly attested transcript thereof, showing the age and date of baptism of the child. (c) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may accept in lieu thereof a passport or a duly attested immigration record, or transcript thereof, showing the age of the child, or other official or religious record of the child's age. *Provided*, That it shall appear to the satisfaction of said person that the same is good and sufficient evidence of the child's age. (d) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may accept in lieu thereof a record of age as given on the register of the school which the child first attended in the Commonwealth: *Provided*, That such record was kept for at least two years during the time when such child attended school. (e) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may receive the signed statement of the school physician, or of the physician appointed by the school committee, stating that, after examination, it is the opinion of such physician that the child is at least fourteen years of age. Such physician's statement shall be accompanied by a statement signed by the child's parent, guardian or custodian, or in case such child has no parent, guardian or custodian, the signed statement of the next adult friend. Such signed statement shall contain the name, date and place of birth and residence of the child, and shall certify that the parent, guardian, custodian or next friend signing the statement is unable to produce any of the proofs of age specified in this section. Such statement shall be signed in the presence of the person issuing employment certificates by the parent, guardian, custodian, or next friend. The person issuing employment certificates may, before issuing a certificate, require the parent, guardian, custodian, or next adult friend of the child to appear and approve in writing the issuance of said certificate. [1909 C 514 s 58 as amended by 1913 C 779 s 16]

Method of issuing and contents of school record.—The school record required by section sixteen of this act [1909 C 514 s 58 as amended by 1913 C 779 s 16] shall be filled out and signed by the principal or teacher in charge of the school which the child last attended and shall be furnished only to a child who, after due examination and investigation, is found to be entitled thereto. Said school record shall state the grade last completed by such child and the studies pursued in completion thereof.

health of the women or young persons affected thereby. may, with the approval of the governor, issue a certificate granting such exemption, public notice whereof shall, without expense to the Commonwealth, be given in the manner directed by said [board]. [1909 C 514 s 69]

Responsibility of employer for work during meal hours.—If a minor or a woman shall, without the orders, consent or knowledge of the employer or of a superintendent, overseer or other agent of the employer, labor in a manufacturing or mechanical establishment, factory or workshop during a part of any time allowed for meals in such establishment, factory or workshop, according to the notice required by section forty-eight [1909 C 514 s 48 as amended by 1913 C 758], and if a copy of such notice was posted in a conspicuous place in the room where such labor was performed with a rule of the establishment, factory or workshop forbidding such minor or woman to labor during such time, then neither the employer nor a superintendent, overseer or other agent of the employer shall be held responsible for such labor. [1909 C 514 s 70]

Penalty for employer.—Whoever either for himself or as a superintendent, overseer or agent violates the provisions of the four preceding sections shall be punished by a fine of not less than fifty nor more than one hundred dollars. [1909 C 514 s 71]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS

SEATS FOR WOMEN AND CHILDREN

Seats to be provided and their use permitted; exceptions; penalty.—Whoever employs women or children in any manufacturing, mechanical or mercantile establishment shall provide for their use and permit them to use suitable seats whenever they are not necessarily engaged in the active duties of their employment, and shall also provide for their use and permit them to use suitable seats while they are at work, except in such cases and at such times as the work can not properly be performed in a sitting position. Whoever violates the provisions of this section shall be punished by a fine of not less than ten nor more than thirty dollars for each offense. [1909 C 514 s 72 as amended by 1912 C 96]

ELEVATORS

MINIMUM AGE

Operation or charge of freight or passenger elevator prohibited under 16, and if running at certain speed prohibited under 18; penalty.—No elevator for the carriage of freight or passengers shall be operated by or placed in charge of any person under sixteen years of age, and all elevators for the carriage of freight or passengers running at a speed of more than one hundred feet a minute shall be operated by competent persons not less than eighteen years of age and no other person shall operate or have the care or charge of such an elevator. Any person, firm or corporation violating any provision of this section by operating or causing an elevator to be operated or to be taken care or charge of in any manner contrary to its provisions shall be punished by a fine of not less than twenty-five nor more than one hundred dollars for each offence. [1909 C 514 s 74]

Court decision.—Where a boy under 18 was killed while operating an elevator in violation of the statute, such violation was no defense against a recovery.—*Malloy v. American Hide & Leather Co.*, 107 C. C. A. 646, 185 Fed. 776 (1911).

PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 15 in singing, dancing, theatrical exhibitions, etc., prohibited; exceptions; penalty.—No person shall employ, exhibit or sell, apprentice or give away, a child under fifteen years of age for the purpose of employing or exhibiting him in dancing on the stage, playing on musical instruments, singing, walking on a wire or rope, or riding or performing as a gymnast, contortionist or acrobat in a circus, theatrical exhibition or in any public place, or cause, procure or encourage such child to engage therein; but the provisions of this section shall not prevent the education of children in vocal and instrumental music or dancing or their employment as musicians in a church, chapel, school, or school exhibition, or prevent their taking part in any festival, concert or musical exhibition upon the special written permission of the mayor and aldermen of a city or of the selectmen of a town. Whoever violates

Compelling or permitting minor to work or certifying to false statements; parent, etc.—Any parent, guardian or custodian having a minor under his control, who compels or permits such minor to work in violation of any provision of this act, or who knowingly certifies to any materially false statement for the purpose of obtaining the illegal employment of such minor, shall be deemed guilty of a misdemeanor, and, upon conviction, shall for the first offense be punished by a fine of not less than two dollars nor more than ten dollars, or by imprisonment for not more than five days, or by both such fine and imprisonment; and for a second or subsequent offense he shall be punished by a fine of not less than five dollars nor more than twenty-five dollars, or by imprisonment for not more than ten days, or by both such fine and imprisonment. [1913 C 831 s 23]

Violation by inspector, school attendance officer, etc.—Any inspector, school attendance officer, truant officer, superintendent of schools or other person authorized to issue the badges required by this act, or any other person charged with the enforcement of any of the provisions of this act, who knowingly violates or fails to comply with any of the provisions of this act shall be deemed guilty of a misdemeanor, and, upon conviction, shall be punished by a fine of not less than ten dollars nor more than two hundred dollars or by imprisonment for not more than sixty days, or by both such fine and imprisonment. [1913 C 831 s 24]

Engaging illegally in street trades; minor.—Any minor who shall engage in any of the trades or occupations mentioned in section eleven in violation of any provision of this act shall, for the first offense, be warned by the officers whose duty it is to enforce the provisions of this act relating to street trades, and the parent, guardian or custodian shall be notified. In case of a second violation, such minor may be arrested and dealt with as a delinquent child, or, if over seventeen years of age, shall be punished by a fine not exceeding fifteen dollars upon the recommendation of the principal or chief executive officer of the school which such minor is attending, or upon the complaint of any school attendance officer, truant officer, police officer or probation officer, the badge of any minor who violates any provision of this act, or who becomes delinquent or fails to comply with all legal requirements concerning school attendance, may be revoked by the officer issuing the same for a period of three months and the badge taken from such minor. The refusal of any minor to surrender such badge, or the working at any of the occupations mentioned in section eleven by any minor after notice of the revocation of such badge, shall be deemed a violation of this act. [1913 C 831 s 25]

APPLICATION OF ACT

Act not to interfere with manual training or industrial education in schools.—Nothing in this act shall be construed to apply to the juvenile reformatories, other than the Massachusetts reformatory, or to prevent minors of any age from receiving manual training or industrial education in or in connection with any school in this Commonwealth which has duly been approved by the school committee or by the board of education. [1913 C 831 s 27]

STREET RAILWAYS

HOURS OF LABOR

Nine hours a day within 11 consecutive hours; threats; exceptions.—A day's work for all conductors, guards, drivers, motormen, brakemen, dispatchers and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed nine hours, and shall be so arranged by the employer that it shall be performed within eleven consecutive hours. No officer or agent of any such company shall require from said employees more than nine hours' work for a day's labor. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and "requiring," within the meaning of this section. But nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in the act for extra compensation. [1913 C 833 s 1 (revising and amending 1912 C 533 s 2 and 3) as amended by 1915 C 277]

Penalty.—A company which violates any provision of this act shall forfeit for each offense not less than one hundred dollars nor more than five hundred dollars. [1913 C 833 s 2]

Application of act.—This act shall not affect any written contract existing at the date of its passage. [1913 C 833 s 3]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Signs, placards, etc., for information of employees to be posted.—The State board of labor and industries may require employers to post in conspicuous positions in any place of employment such placards, posters or signs as the said board may issue for the information of employees. [1914 C 263 s 1]

EMPLOYMENT CERTIFICATES

Fees for age certificates forbidden.—It shall be unlawful for any city or town clerk or other official to charge any fee for a certificate relating to the age or place of birth of any minor or to any other fact sought to be established in relation to school attendance, but such certificates shall be issued, upon request, by any city or town clerk. [1914 C 316 s 1]

RAILROADS¹

HOURS OF LABOR

Two rest days in every calendar month for certain employees; exceptions.—Every person employed as signalman, towerman, leverman, agent, train dispatcher, telegrapher or telephone operator in a railroad, signal tower or railroad station, and every other person employed by a railroad in the operating of trains by the use of the telegraph, telephone or signal and interlocking switching machines shall be allowed two days of twenty-four hours each in every calendar month for rest with regular compensation; except in a case of extraordinary emergency caused by accident, fire, flood, or danger to life or property, in which case the said period of rest shall be allowed, after the emergency is past. [1914 C 723 s 1]

Penalty.—Any violation of the provisions of this act shall be punished by a fine of not less than one hundred dollars for each offense. [1914 C 723 s 2]

Period of rest after 9 hours' work for certain employees.—Employees in and about steam railroad stations in this Commonwealth designated as baggagemen, laborers, crossing tenders, and the like, shall not be employed for more than nine working hours in ten hours' time; the additional hour to be allowed as a lay-off. [1914 C 746 s 1]

Penalty.—Any employer, agent, officer or other person who violates any provision of this act shall be punished by a fine not exceeding one hundred dollars for each offense. [1914 C 746 s 2]

¹ See court decision on page 7 (New York).

1. The first part of the document is a list of the names of the persons who were present at the meeting.

MICHIGAN

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ALL OCCUPATIONS

HOURS AND CONDITIONS OF LABOR

Power of legislature to enact laws relating to employment of women and children.—The legislature shall have power to enact laws relative to the hours and conditions under which women and children may be employed. [Constitution 1909 article 5 section 29]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Poor relief for child failing to attend on account of poverty compelling employment.—Any truant officer of this State when authorized by the board of education to investigate, and when satisfied that any child within his jurisdiction, required by law to attend school, is unable so to do by reason of the fact that the services of such child are absolutely required for the support of himself or herself, or to assist in the support or care of others legally entitled to his or her services, such person or persons being unable to support or care for themselves, such truant officer shall report the case to the board of education of the school district in which such child may reside, and such board of education shall be authorized to and may in their discretion grant such relief as will enable the child to attend school during the entire school year. In all cases where such relief is necessary the said board of education shall be authorized to, and may in their discretion, furnish to such child the necessary textbooks free of charge, in addition to such other necessary assistance or support. [Howell's Annotated Statutes 2d edition 1913 section 3578]

Amount to be paid.—For the purposes in this act [s 3578–3581] provided such board of education shall pay, during the school year, to the family of such child a sum not to exceed three dollars a week, nor more than six dollars a week for the children of any one family. Said money shall be paid in the same manner and out of the same fund as are the current expenses for the maintenance of public schools. [H A S 1913 s 3579]

Disbursements of funds.—It shall be the duty of the truant officer or treasurer of the school board in any district where a child is receiving aid under the provisions of this act [s 3578–3581] to disburse the funds herein provided for, and to investigate the environment of the child, and to make an itemized report monthly to the school board or some officer appointed by the board, of the manner in which such funds were expended: *Provided*, That in cities having a juvenile court such investigation shall be made by such court. [H A S 1913 s 3580]

CHILD LABOR REGULATION.

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 3921]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS: PUBLIC BUILDINGS

EMPLOYMENT

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 3921]

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 3921]

See page 12.]

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 1474]

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 3931]

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 3921]

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 3921]

Any person who shall employ or permit the employer to employ any child under the age of 14 years in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture of any article is carried on, shall be deemed guilty of a misdemeanor. [H A S 1913 s 3921]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR

Ten hours a day, average of 9 a day, 54 a week, for boys under 18 and girls of any age; night work prohibited under 18 for messengers, under 16 in manufacturing establishments, workshops, etc., and for females under 18 in manufacturing establishments; canning fruits and vegetables excepted; copy of section to be posted.—No male under the age of eighteen years, and no female shall be employed in any factory, mill, warehouse, workshop, clothing, dressmaking or millinery establishment, or any place where the manufacture

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vided, That a different apportionment of hours may be made for the sole purpose of giving a shorter day's work for one day of the week: *And further provided*, That the provisions of this act [s 3851-3856] shall not apply to employment required in the canning or otherwise preserving of perishable fruits, grains or vegetables where the period of operating an establishment requiring such employment does not exceed six weeks in duration: *Provided further*, That females may be employed in retail mercantile establishments not more than eleven hours on Saturday each week, but no case to exceed a total of more than fifty-eight hours in any one week. Every employer shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work, and the hours when the time allowed for meals begins and ends. The printed forms of such notices shall be provided by the commissioner of labor. The employment of such person at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which he or she was employed or dependent, but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall overtime employment be authorized until a written report of the day and hour of its occurrence and duration is sent to the commissioner of labor. [G S 1913 s 3851]

Time for meals required; exception.—In each such establishment at least sixty minutes shall be allowed for the noonday meal unless the commissioner of labor shall permit a shorter time. Where employees are required or permitted to work more than one hour after six o'clock p. m. they shall be allowed at least twenty minutes to obtain lunch before beginning to work overtime. [G S 1913 s 3852]

HEALTH AND SANITATION

Cleanliness where women and children are employed.—Every factory and workshop in this State where women and children are employed and where dusty work is carried on shall be limewashed or painted at least once in every twelve months. Every floor of any room of any establishment herein named where women are employed shall be thoroughly cleaned with soap and water at least once in six months and every dressing room and water closet in such establishment shall be thoroughly cleaned with soap and water once in every week. [G S 1913 s 3855]

PENALTY

Violation of act; misdemeanor.—Every employer, superintendent, owner or other agent of any establishment named in section one [3851] hereof who violates any of the provisions of this chapter [s 3851-3856] shall be guilty of a misdemeanor.¹ [G S 1913 s 3856]

ALL OCCUPATIONS

WAGES

Minor entitled to wages unless claimed by parent or guardian.—Any parent or guardian claiming the wages of a minor in service shall so notify his employer, and, if he fails so to do, payment to the minor of wages so earned shall be valid. [G S 1913 s 3857]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; machinery, dangerous processes, etc.; oiling and cleaning machinery in motion prohibited for girls of any age.—No children, under the age of sixteen (16) years, shall be employed at sewing belts, or to assist in sewing belts in any capacity whatever; nor shall any such children adjust any belt to any machinery; they shall not oil, or assist in oiling, wiping or cleaning machinery; they shall not operate or assist in operating circular or band saws, wood shapers, wood-jointers, planers, and [sand]paper or wood polishing machinery, emery or polishing wheels used for polishing metal, wood-turning or boring machinery, stamping machines in sheet metal and tinware manufacturing, stamping machines in washer and nut

¹ For penalty for misdemeanor, see page 16 (General Statutes 1913, section 8432).

thereof shall have power to subpoena witnesses, to administer oaths, and to compel the production of books, papers, and other evidence. Witnesses subpoenaed by the commission may be allowed such compensation for travel and attendance as the commission may deem reasonable, to an amount not exceeding the usual mileage and per diem allowed by our courts in civil cases. [G S 1913 s 3907]

When minimum wage may be established.—If after investigation of any occupation the commission is of opinion that the wages paid to one-sixth or more of the women or minors employed therein are less than living wages, the commission shall forthwith proceed to establish legal minimum rates of wages for said occupation, as hereinafter described and provided. [G S 1913 s 3908]

Determination of minimum wage by the commission; orders sent to employers and posted.—The commission shall determine the minimum wage sufficient for living wages for women and minors of ordinary ability, and also the minimum wages sufficient for living wages for learners and apprentices. The commission shall then issue an order, to be effective thirty days thereafter, making the wages thus determined the minimum wages in said occupation throughout the State, or within any area of the State if differences in the cost of living warrant this restriction. A copy of said order shall be mailed, so far as practicable, to each employer affected; and each such employer shall be required to post such a reasonable number of copies as the commission may determine in each building or other workplace in which affected workers are employed. The original order shall be filed with the commissioner of labor. [G S 1913 s 3909]

Method of establishing advisory board.—The commission may at its discretion establish in any occupation an advisory board which shall serve without pay, consisting of not less than three nor more than ten persons representing employers, and an equal number of persons representing the workers in said occupation, and of one or more disinterested persons appointed by the commission to represent the public; but the number of representatives of the public shall not exceed the number of representatives of either of the other parties. At least one-fifth of the membership of any advisory board shall be composed of women, and at least one of the representatives of the public shall be a woman. The commission shall make rules and regulations governing the selection of members and the modes of procedure of the advisory boards, and shall exercise exclusive jurisdiction over all questions arising with reference to the validity of the procedure and determination of said boards: *Provided*, That the selection of members representing employers and employees shall be, so far as practicable, through election by employers and employees respectively. [G S 1913 s 3910]

Duties and powers of advisory board.—Each advisory board shall have the same power as the commission to subpoena witnesses, administer oaths, and compel the production of books, papers, and other evidence. Witnesses subpoenaed by an advisory board shall be allowed the same compensation as when subpoenaed by the commission. Each advisory board shall recommend to the commission an estimate of the minimum wages, whether by time rate or by price [piece] rate, sufficient for living wages for women and minors of ordinary ability, and an estimate of the minimum wages sufficient for living wages for learners and apprentices. A majority of the entire membership of an advisory board shall be necessary and sufficient to recommend wage estimates to the commission. [G S 1913 s 3911]

Commission to review estimate of advisory board and establish minimum wage.—Upon receipt of such estimates of wages from an advisory board, the commission shall review the same, and if it approves them shall make them the minimum wages in said occupation, as provided in section 6 [3909]. Such wages shall be regarded as determined by the commission itself and the order of the commission putting them into effect shall have the same force and authority as though the wages were determined without the assistance of an advisory board. [G S 1913 s 3912]

Reconsideration of minimum wage rate established.—All rates of wages ordered by the commission shall remain in force until new rates are determined and established by the commission. At the request of approximately one-fourth of the employers or employees in an occupation, the commission must reconsider the rates already established therein and may, if it sees fit, order new rates of minimum wages for said occupation. The commission may likewise reconsider old rates and order new minimum rates on its own initiative. [G S 1913 s 3913]

Special individual minimum wage may be granted woman physically defective, in occupations having only minimum time rate.—For any occupation in which a minimum time rate of wages only has been ordered the commission may issue to a woman physically defective a special license, authorizing her employment at a wage less than the general minimum ordered in said occupation; and the commission may fix a special

wage for such person: *Provided*, That the number of such persons shall not exceed one-tenth of the whole number of workers in any establishment. [G S 1913 s 3914]

Employer prohibited from employing at less than minimum wage.—Every employer in any occupation is hereby prohibited from employing any worker at less than the living wage or minimum wage as defined in this act [s 3904–3923] and determined in an order of the commission; and it shall be unlawful for any employer to employ any worker at less than said living or minimum wage. [G S 1913 s 3915]

Testimony of employee not to cause discharge or discrimination.—It shall likewise be unlawful for any employer to discharge or in any manner discriminate against any employee because such employee has testified, or is about to testify, or because such employer believes that said employee is about to testify, in any investigation or proceeding relative to the enforcement of this act [s 3904–3923]. [G S 1913 s 3916]

Right of employee to recover balance when paid less than minimum wage.—Any worker who receives less than the minimum wage ordered by the commission shall be entitled to recover in civil action the full amount due as measured by said order of the commission, together with costs and attorney's fees to be fixed by the court, notwithstanding any agreement to work for a lesser wage. [G S 1913 s 3917]

Enforcement by commission.—The commission shall enforce the provisions of this act [s 3904–3923], and determine all questions arising thereunder except as otherwise herein provided. [G S 1913 s 3918]

Biennial reports.—The commission shall biennially make a report of its work to the governor and the State legislature, and such reports shall be printed and distributed as in the case of other executive documents. [G S 1913 s 3919]

Expenses to be paid; salaries.—The members of the commission shall be reimbursed for traveling and other necessary expenses incurred in the performance of their duties on the commission. The woman member shall receive a salary of eighteen hundred dollars annually for her work as secretary. * * * [G S 1913 s 3920]

Penalty for violation of act.—Any employer violating any of the provisions of this act [s 3904–3923] shall be deemed guilty of a misdemeanor and upon conviction thereof shall be punished for each offense by a fine of not less than ten nor more than fifty dollars or by imprisonment for not less than ten nor more than sixty days. [G S 1913 s 3922]

Definitions.—Throughout this act [s 3904–3923] the following words and phrases as used herein shall be considered to have the following meanings respectively, unless the context clearly indicates a different meaning in the connection used:

(1) The terms "living wage" or "living wages" shall mean wages sufficient to maintain the worker in health and supply him with the necessary comforts and conditions of reasonable life; and where the words "minimum wage" or "minimum wages" are used in this act, the same shall be deemed to have the same meaning as "living wage" or "living wages."

(2) The terms "rate" or "rates" shall mean rate or rates of wages.

(3) The term "commission" shall mean the minimum wage commission.

(4) The term "woman" shall mean a person of the female sex eighteen years of age or over.

(5) The term "minor" shall mean a male person under the age of twenty-one years, or a female person under the age of eighteen years.

(6) The terms "learner" and "apprentice" may mean either a woman or a minor.

(7) The terms "worker" or "employee" may mean a woman, a minor, a learner, or an apprentice, who is employed for wages.

(8) The term "occupation" shall mean any business, industry, trade, or branch of a trade in which women or minors are employed. [G S 1913 s 3923]

WAGES

Wages of minor child of debtor.—No property hereinafter mentioned shall be liable to attachment, or sale on any final process, issued from any court:

* * * * *

17. The earnings of the minor child of any debtor or the proceeds thereof, by reason of any liability of such debtor not contracted for the special benefit of such minor child. [G S 1913 s 7951 as amended by 1915 C 202]

ALL REGULATED OCCUPATIONS

PENALTIES

Misdemeanor.—Whoever is convicted of a misdemeanor for which no punishment is prescribed by any statute in force at the time of conviction and sentence shall be punished by imprisonment in the county jail for not more than three months, or by a fine of not more than one hundred dollars. [G S 1913 § 8482]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS, ETC.

MINIMUM AGE AND HOURS OF LABOR

Endangering life or health of minor a gross misdemeanor.—Every person having the care or custody of a minor who—

1. Shall willfully cause or permit his life to be endangered, his health to be injured, or his morals to become depraved; or who
2. Shall willfully cause or permit such minor to be placed in a situation, or to engage in an occupation, which will be likely to endanger his life, injure his health, or impair his morals—

Shall be guilty of a gross misdemeanor. [G S 1913 § 8669]

Penalty.—Whoever shall be convicted of a gross misdemeanor for which no punishment is prescribed by any statute in force at the time of conviction and sentence shall be punished by imprisonment in the county jail for not more than one year, or by a fine of not more than one thousand dollars. [G S 1913 § 8483]

Employment under 18 in rope walking, dancing, acrobatic performances, or delivering messages, etc., to immoral places, etc., prohibited; night work prohibited under 18 in any work outside of residence; penalty for parent, employer, etc.—Every person who shall employ or cause to be employed, exhibit, or have in his custody for exhibition or employment, any minor actually or apparently under the age of eighteen years; and every parent, relative, guardian, employer, or other person having the care, custody, or control of any such minor, who shall sell, let out, give away, or in any way procure or consent to the employment of such minor—

1. As a rope or wire walker, dancer, gymnast, contortionist, rider, or acrobat;
2. In begging, receiving alms, or in any mendicant occupation;
3. In any indecent or immoral exhibition or practice;
4. In any practice or exhibition dangerous or injurious to life, limb, health, or morals;
5. In labor of any kind outside the family of his residence [sic] before 7 o'clock a. m. or after 6 o'clock p. m.; or
6. As a messenger for delivering letters, telegrams, packages, or bundles to any known house of prostitution or assignation—

Shall be guilty of a misdemeanor, and be punished by a fine of not less than fifty dollars, or by imprisonment in the county jail for not less than thirty days, or by both. [G S 1913 § 8682]

NOTE.—[For prohibition of night work under 16 in any gainful occupation, see section 3845.]

IMMORAL OCCUPATIONS

MINIMUM AGE

Distribution of obscene literature by minors prohibited; penalty.—Every person who—

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4. Shall hire, use, or employ any minor to sell or give away, or in any manner distribute, or shall permit any minor in his custody or control to sell, give away, or in any manner distribute, any of the articles hereinbefore mentioned [book, pamphlet, magazine, newspaper, etc., of indecent or immoral character, or devoted to the publication, or largely made up of, criminal news, police reports, accounts of criminal deeds, or pictures and stories of crime, etc.]—

Shall be guilty of a gross misdemeanor, and be punished by imprisonment in the county jail for not more than one year nor less than ninety days, or by a fine of not less than one hundred dollars nor more than five hundred dollars, or by both. [G S 1913 § 8705]

be committed to jail for not less than ninety days nor more than six months, and shall serve said sentence for the prescribed time, and shall not be liberated from such sentence by payment for the time required to be served by said sentence; and in all cases where any person shall be convicted of vagrancy, in addition to being committed to jail as herein provided, such person shall also pay all costs, and shall stand committed until same is paid, and this shall apply to all cases, whether such persons give bond as herein provided or not. [C 1906 s 5061]

MANUFACTURING AND CANNING ESTABLISHMENTS, ETC.

MINIMUM AGE

Employment of boys under 12 and girls under 14 prohibited.—No girl under the age of fourteen years, or boy under the age of twelve years, shall be employed in or permitted to work in any mill, factory, manufacturing establishment or cannery in this State. [1908 C 99 s 1 as amended by 1912 C 165]

HOURS OF LABOR

Eight hours a day, 48 a week, and night work prohibited, for boys under 16 and girls under 18.—No boy under the age of sixteen years of age and no girl under the age of eighteen years of age shall be employed or detained in any mill, factory, cannery or manufacturing establishment within this State for more than eight hours in any one day, or more than forty-eight hours in any one week, or be employed in or detained in any such establishment between the hours of 7 p. m. and 6 a. m. [1908 C 99 s 2 as amended by 1912 C 165]

EMPLOYMENT CERTIFICATES

Affidavits required under 16.—It shall be unlawful for any person, firm or corporation to employ or detain or permit to work in any mill, factory, cannery or manufacturing establishment in this State any child under the age of sixteen years without first requiring said child to present the affidavit of the parent or guardian or person standing in parental relation to such child, stating the place and date of birth of such child, and also stating the last school attendance of such child and grade of studies pursued, and the name of school and name of teacher in charge. The employer shall preserve such affidavit and keep a complete register of all such affidavits showing all the facts contained therein. [1908 C 99 s 3 as amended by 1912 C 165]

ENFORCEMENT AND PENALTIES

Duties of county health officers.—It is the duty of each county health officer to visit, without notice of his intention to do so, all manufacturing establishments employing child labor within his county at least twice each year, and oftener if requested by the sheriff, and to promptly report to the sheriff any unsanitary condition of the premises, any child or children afflicted with an infectious, contagious or communicable disease, or whose physical condition renders such child or children incapacitated to perform the work required of them; and the sheriff shall promptly remove such child or children from such manufacturing establishment and order the premises put in sanitary condition; and the judgment of the county health officer as to the physical condition of the children and sanitary condition of the premises shall be final and conclusive. [1908 C 99 s 5 as amended by 1912 C 165]

Duties and powers of grand juries, etc.—It shall be the duty of the circuit judge to specially charge the grand jury to investigate violations of this act. [1908 C 99 s 6 as amended by 1912 C 165]

Refusing information, etc.—Any officer, manager or superintendent of any manufacturing establishment, in which child labor is employed, who shall fail or refuse to give true and correct information demanded of him by any of the officers hereinbefore directed to inspect such establishments, or who shall fail or refuse to obey any lawful order of the sheriff or health officer of the county in which such establishment is located, for carrying out the purposes of this act, shall be guilty of a misdemeanor, and, upon conviction, shall be fined not less than ten dollars nor more than one hundred dollars. [1908 C 99 s 7 as amended by 1912 C 165]

Illegal employment, etc.—Any person, firm or corporation, or the superintendent, manager or any officer of a manufacturing establishment employing any child, or permitting any child to be employed by or work in or be detained in any mill, factory

or manufacturing establishment in this State contrary to law, shall be guilty of a misdemeanor, and, upon conviction, shall be fined not less than fifty dollars nor more than one hundred dollars, or may be sentenced to the county jail for not less than ten days nor more than sixty days, or [suffer] both such fine and imprisonment. [1908 C 99 s 8 as amended by 1912 C 165]

NOTE.—[Sections 4 and 9 of the above act, relating to enforcement, exempting fruit canneries, and defining the application of the act, were repealed by section 8, chapter 163, Acts of 1914.]

MANUFACTURING ESTABLISHMENTS, ETC.

HOURS OF LABOR

Ten hours a day; adult males handling perishable agricultural products excepted; other exceptions.—It shall be unlawful for any person, firm or corporation engaged in manufacturing or repairing to work their employees more than ten hours per day, except in cases of emergency, or where necessity requires in such departments; but this provision shall not extend to those persons, firms or corporations engaged in handling or converting perishable agricultural products in season who work adult male labor only in connection therewith. [1912 C 157 s 1 as amended by 1914 C 168]

Ten hours a day, 60 a week; exceptions.—Is [it] shall be unlawful for any person, firm or corporation engaged in manufacturing or repairing to work their employees more than ten hours per day, except in cases of emergency, or where the public necessity requires in such departments: *Provided*, That persons may work not more than twenty minutes additional each day for the first five days of the week, the additional time so worked to be deducted from the last day of the week, but sixty hours shall constitute a full week's work under the provisions of this act.¹ [1912 C 157 s 1 as amended by 1914 C 169]

Penalty.—Any person, firm or corporation violating this act shall be guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than ten dollars nor more than fifty dollars for each offense, and each day's violation shall constitute a separate offense. [1912 C 157 s 2 as amended by 1914 C 168]

Court decisions.—A former act on the above subject was held constitutional. It was held to apply to cottonseed oil mills. If a workman is required to be on duty for more than ten hours, although not employed during the entire period, the act is violated.—*Buckeye Cotton Oil Co. v. State*, 60 So. 775 (1913). A former act on this subject was also held constitutional. The word "manufacturing" is used in its usual sense, and means an organized force of laborers working with machinery to produce from raw materials the finished product. This includes a sawmill.—*State v. Newman Lumber Co.*, 103 Miss. 263, 59 So. 923 and 60 So. 215 (1912).

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Appointment of factory inspector.—[The] State board of health shall appoint and may remove for cause a special inspector who shall have the title of factory inspector and who shall be a person having competent knowledge of factories and capable of performing the duties prescribed below. Such inspector shall execute bond in the penalty of three thousand (\$3,000.00) dollars, payable to the State, for the faithful performance of his or her duties. [1914 C 163 s 1]

Duties of factory inspector.—It shall be the duty of the factory inspector to inspect all factories and canneries where women and children are employed at least three times each year. Such inspector shall collect evidence of violations of the laws of the State relating to the employment of women and children, and furnish such information to the county or district attorney in the county in which said violation occurred. Such inspector shall report annually, under the direction of the secretary of the State board of health, the number of women and children employed in the different cotton and knitting mills and canneries in the State, and the number of violations found and disposition of each. [1914 C 163 s 3]

Duties of factory inspector.—Said inspector shall report annually to the secretary of State board of health the number of industrial establishments in this State which it is made his duty to inspect, the number of employees, the number of inspections made, the number of violations found, and the disposition of each, and such other information as may be deemed valuable and necessary, and shall enforce the laws

¹ This section was also amended by chapter 168 of the Acts of 1914, quoted above. Both amendments were approved on March 28, 1914, and the penalty apparently applies to both.

of the State in factories and other establishments where women and children are employed. [1914 C 163 s 4]

Penalty for refusing information or hindering inspector.—Any officer, manager, or other agent of any factory, or cannery subject to the provisions of this act who shall fail or refuse to give true and correct information demanded of him by the State factory inspector, or who shall attempt to prevent the factory inspector from entering such establishment in the regular performance of the duties of such inspector, shall be guilty of a misdemeanor and upon conviction be fined not less than ten dollars nor more than one hundred dollars. [1914 C 163 s 5]

COTTON AND KNITTING MILLS

MINIMUM AGE

Employment of boys under 12 and girls under 14 prohibited.—No boy under the age of twelve years, and no girl under the age of fourteen years, shall be employed or permitted to work in any cotton mill or knitting mill in this State. [1914 C 164 s 1]

HOURS OF LABOR

Eight hours a day, 48 a week, and night work prohibited, for boys under 14 and girls under 16; 10 hours a day, 60 a week, for other employees.—No boy under fourteen years of age, and no girl under sixteen years of age shall be employed or permitted to work in any cotton mill or knitting mill more than eight hours in any one day, or more than forty-eight hours in any one week, or be employed in or detained in any such establishment between the hours of seven p. m., and six a. m., but all other employees of cotton mills or knitting mills may be employed and be permitted to work not more than ten hours in any one day or sixty hours in any one week. [1914 C 164 s 2]

EMPLOYMENT CERTIFICATES

Affidavits required under 16.—It shall be unlawful for any person, firm or corporation to employ, or detain, or permit to work, in any cotton mill or knitting mill in this State, any child under the age of sixteen years without first requiring said child to present the affidavit of the parent or guardian, or person standing in parental relation to such child, stating the place and date of the birth of such child, and also stating the last school attendance of such child, the grade of study pursued, and the name of the school, and the name of the teacher in charge. The employer shall preserve such affidavit and keep a complete register of all such affidavits, showing all the facts contained therein. [1914 C 164 s 3]

ENFORCEMENT

Duties of sheriffs.—It shall be the special duty of the sheriff of the county in which the cotton mills or knitting mills employing child labor are located to visit, at least once each month, such cotton or knitting mill, to see to the enforcement of this act. [1914 C 164 s 4]

Duties and powers of sheriffs and health officers.—It shall be the duty of the county health officer to visit, without notice of his intention to do so, all cotton mills and knitting mills employing child labor within his county at least twice each year or oftener if requested by the sheriff, and to promptly report to the sheriff any unsanitary condition of the premises, any child or children afflicted with infectious, contagious or communicable disease, or whose physical condition renders such child or children incapacitated to perform the work required of them, and the sheriff shall promptly remove such child or children from such cotton mill or knitting mill, and order the premises put in sanitary condition, and the judgment of the county health officer as to the physical condition of the children, and the sanitary condition of the premises shall be final and conclusive. [1914 C 164 s 5]

Prosecution.—It shall be the duty of the circuit judge to specially charge the grand jury to investigate violations of this act. [1914 C 164 s 6]

PENALTIES

Violation of act or refusing information.—Any officer, manager, or superintendent of any cotton mill or knitting mill in which child labor is employed, who shall fail or refuse to give true and correct information demanded of him by any officer herein-

before directed to inspect such cotton mills or knitting mills, or who shall fail or refuse to obey any lawful order of the sheriff or health officer of the county in which said cotton mill or knitting mill is located, for carrying out the purpose of this act, shall be guilty of a misdemeanor, and upon conviction shall be fined not less than ten dollars nor more than one hundred dollars. [1914 C 164 s 7]

Illegal employment.—Any person, firm or corporation, or the superintendent, manager, or any officer of the cotton mills or knitting mills employing any child, or permitting any child to be employed by or to work in, or to be detained in any cotton mill or knitting mill in this State contrary to law, shall be guilty of a misdemeanor, and upon conviction shall be fined not less than fifty dollars nor more than one hundred dollars, or may be sentenced to the county jail for not less than ten days nor more than sixty days, or [suffer] both such fine and imprisonment. [1914 C 164 s 8]

APPLICATION OF ACT

Act not to repeal law of 1912.—* * * This act shall not be construed as repealing any part of chapter 165 of the laws of 1912, except those parts relating to cotton mills and knitting mills. [1914 C 164 s 9]

ALL OCCUPATIONS

HOURS OF LABOR FOR GIRLS

Ten hours a day, 60 a week; exceptions.—It shall be unlawful for any person, firm or corporation to work [sic] any female or girl in any laundry, millinery, dressmaking store, office, mercantile establishment, theater, telegraph or telephone office or any other occupation not here enumerated, to work such female labor or girl more than ten (10) hours per day or more than 60 hours per week except in case of emergency or where public necessity requires such. [1914 C 165 s 1]

Penalty.—Any person, firm or corporation violating this act, shall be guilty of a misdemeanor and upon conviction thereof shall be fined not less than \$10.00, nor more than \$50.00 for each offense, or imprisonment [be imprisoned] in the county jail not less than five days nor more than thirty days, or [suffer] both fine and imprisonment. And each day's violation shall constitute a separate offense. [1914 C 165 s 2]

Application of act; domestic work excepted.—This act shall not be construed to conflict with the child labor law of the sheet Acts of 1912, chapter 165, nor to apply to domestic servants. [1914 C 165 s 3]

MISSOURI

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ALL OCCUPATIONS

WAGES

Wages of minor to belong to parent.—* * * The parents of [a] minor child or children acting as such natural guardian and curator shall be entitled to receive and collect the earnings of * * * minors until they reach their majority, and be liable for their support to the extent of such earnings: *Provided*, That this act [s 2403] shall not be so construed as to exempt the father of such minors from liability for the support of his children. [Revised Statutes 1909 volume 1 section 403 as amended by 1913 page 92]

ANY GAINFUL OCCUPATION

MINIMUM AGE

Employment under 14 prohibited; agricultural and domestic labor excepted.—No child under the age of fourteen years shall be employed, permitted or suffered to work at any gainful occupation within this State, except at agricultural pursuits, and in domestic service. [R S 1909 v 1 s 1715 as amended by 1911 p 132]

HOURS OF LABOR

Eight hours a day, 48 a week, and night work prohibited, under 16; hours to be posted.—No child under the age of sixteen years shall be employed, permitted or suffered to work at any gainful occupation in this State more than forty-eight hours in any one week, nor more than eight hours per day; nor before the hour of seven o'clock in the morning, nor after the hour of seven o'clock in the evening. Every employer shall post in a conspicuous place in every room or place where such minors are employed a printed notice stating the hours of service required of them each day of the week, the hours of commencing and stopping work, and the hour, or hours, when the time, or times, allowed for meals begin and end. The printed form of such notice shall be furnished by the State factory inspector. [R S 1909 v 1 s 1716 as amended by 1911 p 132]

EMPLOYMENT CERTIFICATES AND RECORDS

Lists required from 14 to 16; lists to be posted.—It shall be the duty of every person, firm or corporation, employing minors over fourteen and under sixteen years of age within this State to keep two complete lists containing the names, ages and places of residence of all such children employed therein, one on file, and one conspicuously posted near the principal entrance of the place or establishment in which such children are employed. [R S 1909 v 1 s 1717 as amended by 1911 p 132]

Certificates required from 14 to 16; certificate to be returned to child.—No child under sixteen years of age, and over fourteen years of age, shall be employed, permitted or suffered to work in this State unless there is first produced and placed on file at the time of employment, and accessible to any factory inspector, and to any school attendance officer, or to any other authorized officer, an employment certificate as hereinafter prescribed. On termination of the employment of any such child, such certificate shall be forthwith surrendered by the employer to the owner thereof, or in the event said certificate is not called for within thirty days, it shall be transmitted by the employer to the person who issued the same. [R S 1909 v 1 s 1718 as amended by 1911 p 132]

School authorities to issue certificates.—An employment certificate shall be issued only by the superintendent of instruction of any board of education in this State, or by a person authorized by him in writing, or, where there is no superintendent of instruction, by a person authorized by the board of directors of any school district in this State. [R S 1909 v 1 s 1719 as amended by 1911 p 132]

Age and school records required.—The person so authorized to issue an employment certificate shall not issue such certificate until he has received, examined, approved and filed the following papers, duly executed:

1. The school record of such child, properly filled out and signed by the principal or chief executive officer of the school which such child has attended. It shall contain a statement certifying that the child has regularly attended the public schools, or schools equivalent thereto, or parochial schools, and is able to read and write simple sentences in the English language. Such school record shall also give the date of birth and residence of the child, as shown on the record of the school, and the names of its parents, guardian, or custodian.

2. A passport, or duly attested transcript of the certificate of birth, or baptism, or other religious record, showing the date and place of birth of such child.

3. An affidavit of the parent or guardian or custodian of a child (which shall not be accepted, however, unless a passport or certificate of birth, or baptism, or other religious record is not obtainable), showing the date and place of birth of such child. Such affidavit must be taken before the officer issuing the employment certificate, who is hereby authorized and required to administer such oath without demanding or receiving any fee therefor. [R S 1909 v 1 s 1720 as amended by 1911 p 132]

Method of issuing certificates; mental and physical fitness for the work required.—No employment certificate shall be issued until the child in question has personally appeared before and been examined by the officer issuing the certificate, nor until such officer, after making such examination, has signed and filed in his office a statement that the child can read and legibly write simple sentences in the English language, and that in his opinion, the child is fourteen years of age or over, and has reached the normal development of a child of its age, and is in sufficiently sound health and physically able to perform the work it intends to do. Whenever such officer issuing the employment certificate requests it, such normal development, sound health and physical fitness shall be determined by a medical officer of the board or department of health or by a regularly licensed physician. [R S 1909 v 1 s 1721 as amended by 1911 p 132]

Contents and method of issuing certificates.—Every such employment certificate shall state the name, sex, residence, the date and place of birth of the child, and describe the color of the hair and eyes, the height and weight, and any distinguishing physical marks of such child, and that the papers required by the preceding sections have been duly examined, approved and filed, and that the child named in such certificate has appeared before the officer signing it. Every such certificate shall be signed in the presence of the officer issuing it by the child in whose name it is issued. It shall show the date of its issue. In the event such employment certificate is lost, duplicates may be issued upon the payment of a fee of 50 cents for each duplicate, which shall be paid into the general school fund. [R S 1909 v 1 s 1722 as amended by 1911 p 132]

Revocation of certificates in case of fraud; certificate of physical fitness in case of doubt.—All such employment certificates shall be subject to review by the factory inspector, or by any of his assistants or deputies, and may by him be canceled if he finds such

certificate has been obtained through fraud, misrepresentation or falsification of facts. In such cases the factory inspector shall give written notice to the employer, who shall at once cause the minor affected to be dismissed from employment. The factory inspector or his assistant or deputy shall also have the power to demand a certificate of physical fitness from some regularly licensed physician in the case of children who may seem to said inspector physically unable to perform the labor at which they may be employed; and no such child shall be employed who can not obtain such a certificate. [R S 1909 v 1 s 1723 as amended by 1911 p 132]

Contents of certificates.—Such employment certificate shall be printed, the printed form to be furnished by the State factory inspector, and shall be filled out, signed and held for surrender in the following form:

EMPLOYMENT CERTIFICATE.

I,, (here officer issuing certificate shall insert his name and official title and by what authority he issues said certificate) hereby certify that there personally appeared before me, (here insert name of child), and that he, or she, has been duly examined by me and found by me to be able to read and legibly write simple sentences in the English language; and I further certify that in my opinion the said child is fourteen years of age or over and has reached the normal development of a child of his, or her, age, and is in sufficiently sound health and physically able to perform the work which he, or she, intends to do, which, according to the statement of the child, is as follows: (here insert kind of work child states he, or she, intends to perform).

I further certify that I have received, examined, approved, signed and filed in my office at, (here insert address of officer issuing certificate), the papers required by the statutes of Missouri pertaining to the issuance of employment certificates to children over fourteen years of age.

I further certify that the child in whose name this certificate is issued, has signed his, or her, name in my presence. His, or her, full name is, (here insert full name of child in whose behalf certificate is issued). (here state whether male or female child); residence; born on the day of (month); (year), at (place of birth); color of hair is; of eyes is; height,; weight,; (here insert distinguishing facial marks).

In the event this certificate is lost, a duplicate may be issued upon the payment of a fee of 50 cents.

Signed this day of (month), (year), at (place of issuance).

.....,
.....
(Signature and official title of officer issuing certificate.)

.....,
.....
(Signature and address of child on whose behalf certificate is issued.)

[R S 1909 v 1 s 1724 as amended by 1911 p 132]

Monthly reports to factory inspector of certificates issued.—The superintendent of instruction, or other person authorized to issue employment certificates, shall transmit, between the first and tenth days of each month, to the office of the factory inspector, upon blanks to be furnished by him, a list of the names of the children to whom certificates have been issued. Such list shall give the name of the prospective employer, if known, and the nature of the occupation the child intends to engage in. [R S 1909 v 1 s 1725 as amended by 1911 p 132]

ENFORCEMENT

Presence to be evidence of employment.—The presence of any person under the age of sixteen years in any place where labor is employed, shall constitute prima facie evidence of his, or her, employment therein. [R S 1909 v 1 s 1726 as amended by 1911 p 132]

STREET TRADES

MINIMUM AGE

Employment of boys under 10 and girls under 16 in selling newspapers, magazines, etc., in certain places prohibited.—No boy under ten, and no girl under sixteen years of age shall sell, or expose, or offer for sale, newspapers, magazines, periodicals, or other merchandise in any street or hotels, railway stations, places of public amusement, places where intoxicating liquors are manufactured or sold or public office buildings within the State. [R S 1909 v 1 s 1726a as added by 1911 p 132]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Specific occupations prohibited under 16; machinery.—No child under the age of sixteen years shall be employed, permitted or suffered to work at any of the following occupations or in any of the following positions: Sewing machine belts in any workshop or factory, or assisting therein in any capacity whatever; adjusting any belt to any machinery; oiling, wiping or cleaning machinery or assisting therein; operating, or assisting in operating—circular saws; wood jointers; wood shapers; planers; sand-paper or wood-polishing machinery; picker machines; machines used in picking wool; machines used in picking cotton; machines used in picking hair; machines used in picking upholstering material; paper-lacing machines; leather-burnishing machines; burnishing machines in any tannery or leather manufactory; job or cylinder printing presses, operated by power other than foot power; emery or polishing wheels used for polishing metal; wood-turning or boring machinery; stamping machines used in sheet-metal and tinware manufacturing; stamping machines used in washer and nut factories; corrugating rolls, such as are used in roofing and washboard factories; steam boilers; steam machinery; or other steam generating apparatus; dough brakes; or cracker machinery of any description; wire or strengthening [sic] machinery; rolling mill machinery, punches or shears; washing, grinding or mixing mills; calender rolls in rubber manufacturing; laundering machinery. [R S 1909 v 1 s 1726b as added by 1911 p 132]

Specific occupations prohibited under 16; dangerous processes, saloons, places of amusement, establishments where malt or alcoholic liquors are manufactured, etc.—No child under the age of sixteen years shall be employed, permitted or suffered to work in any capacity in, about or in connection with the—preparing any composition in which dangerous or poisonous acids or alkalies are used; manufacture of paints, colors or white lead; dipping, drying or packing matches; manufacturing, packing or storing powder, dynamite, nitroglycerin compounds, fuses or other explosives; manufacture of goods for immoral purposes; nor in, about or in connection with any—brewery, or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled; hotel; concert hall; moving picture shows; pool and billiard halls; wholesale drug store; saloon, or place of amusement; nor in operating any automobile, motor car or truck; nor in bowling alleys; nor in any other employment declared by the State factory inspector to be dangerous to lives and limbs, or injurious to the health or morals of children under the age of sixteen. [R S 1909 v 1 s 1726c as added by 1911 p 132]

REGULATED OCCUPATIONS

PENALTY

Violation of act.—The violation of any of the provisions of this act [s 1715–1726d] shall be deemed a misdemeanor and every day's violation shall constitute a separate offense, and any person, firm or corporation committing such violation shall be punished by a fine of not more than \$100.00 or by imprisonment in the county jail not exceeding one year, or by both such fine and punishment [imprisonment]. [R S 1909 v 1 s 1726d as added by 1911 p 132]

ALL REGULATED OCCUPATIONS

INSPECTION

Appointment of factory inspectors.— * * * The factory inspector may appoint, from time to time, two assistant factory inspectors and seven deputy factory inspectors, two of whom may be women, who may be removed by him at any time for just cause. * * * [R S 1909 v 2 s 7823]

Duties and powers of factory inspectors in office.— * * * It shall be the duty of the factory inspector, his assistants or deputy inspectors, to make not less than two inspections during each year of all factories, warehouses, freight depots, machine shops, lath-tries, ornament workshops, bakeries, hotels, restaurants, bowling alleys, theaters, concert halls or places of public amusement, and other manufacturing, mechanical and mercantile establishments and workshops, in all cities having a population of ten thousand inhabitants or more. The last inspection shall be completed on or before the first day of October of each year, and the factory inspector shall enforce all laws relating to the inspection of the establishments enumerated hereinafter in this section, and prosecute all persons for violating the same. Any municipal ordinance relating to said establishments or their inspection shall be enforced by the factory inspector. The factory inspector, his assistants and deputy inspectors, may administer oaths and take affidavits in matters concerning the enforcement of the various inspection laws relating to these establishments. [R S 1909 v 2 s 7824]

Powers of factory inspectors; penalty for hindering inspectors, etc.— * * * The owner, superintendent, manager or other person in charge of any establishment at the time of inspection shall be required to furnish the inspector making the inspection a true statement of the number of persons employed in such establishment at the time of inspection, and any owner, superintendent, manager or other person in charge who shall fail or refuse to furnish such statement, or understate the number of persons employed in such establishment at the time of inspection, shall be deemed guilty of a misdemeanor, and, upon conviction thereof, shall be fined not less than twenty-five dollars nor more than one hundred dollars for each offense. Any person, firm or corporation, agent or manager, superintendent or foreman of any firm or corporation, whether acting for himself or for such firm or corporation, or by himself or through subagents or foreman, superintendent or manager, who shall refuse or attempt to prevent the admission of any inspector authorized by this article [s 7823-7826], upon or within the premises or buildings of any such establishment or place included in this article, at any reasonable business hour, or during working hours of the persons employed therein or thereat, or shall in any manner interfere with the performance of the official duties of such inspector, or shall neglect or refuse to pay the inspection fee upon the completion of such inspection, shall be deemed guilty of a misdemeanor, and, upon conviction thereof, shall be fined not less than twenty-five dollars nor more than one hundred dollars for each offense: *Provided*, That the owner or manager of any establishment inspected shall not be required to pay for more than two such inspections between the first day of October of one year and the thirtieth day of September of the next year, unless, through noncompliance with the written orders of the inspector, additional inspections are made necessary. [R S 1909 v 2 s 7825]

MANUFACTURING, MECHANICAL, AND OTHER ESTABLISHMENTS

MINIMUM AGE

Cleaning machinery in motion prohibited for minors and women; certain positions prohibited under 16 and for women.—No minor or woman shall be required to clean any part of the mill, gearing or machinery while it is in motion in such establishment [manufacturing, mechanical, mercantile and other establishments and places], nor shall any minor under the age of sixteen years be required to work between the fixed and traversing or the traversing parts of any machine while it is in motion by the action of steam, water, electricity or other mechanical power; and no woman shall be required to work between the fixed and traversing or the traversing parts of any such machine, except the machine being operated by her. [R S 1909 v 2 s 7829]

Court decisions.—This section was held constitutional.—*Stricklen v. Combe Printing Co.*, 155 S. W. 829 (1913).

Under a former section on the above subject, the following decisions were rendered: The foreman of a manufacturing corporation, engaged in manufacturing boxes, who hires a child in violation of the statute, is subject to the punishment imposed.—*State v. Deck*, 108 Mo. App. 292, 83 S. W. 314 (1904). The employer may be liable, although the minor employee was not directly ordered to do the work causing the injury.—*Vanelder v. Box Co.*, 108 Mo. App. 621 (1904). The employment of a child in violation of the statute is negligence and the defense of assumption of risk can not be pleaded.—*Nairn v. National Biscuit Co.*, 120 Mo. App. 144, 101 S. W. 679 (1906). The master is liable for injury to a minor required to operate a machine in violation of the statute, though it had ceased its motion for a short time before the injury, and the motion causing the injury was erratic.—*Peters v. Gille*, 133 Mo. App. 412, 113 S. W. 706 (1908).

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Appointment of factory inspectors.—* * * The factory inspector, his assistants or deputy inspectors, to be appointed from time to time, two assistant factory inspectors and two of whom may be women, who may be removed by the board of health. [R S 1909 v 2 s 7823]

Duties and powers of factory inspectors in cities.—* * * The factory inspector, his assistants or deputy inspectors, to be appointed from time to time, shall visit and inspect, at least once during each year of all factories, warehouses, freight depots, tenement workshops, bakeries, hotels, restaurants, concert halls or places of public amusement, and other manufacturing establishments and workshops, in all cities having inhabitants or more. The last inspection shall be completed by October of each year, and the factory inspector shall enforce the inspection of the establishments enumerated heretofore and shall punish all persons for violating the same. Any municipal ordinance or regulation or their inspection shall be enforced by the factory inspector, his assistants and deputy inspectors, may advise in matters concerning the enforcement of the various laws of these establishments. [R S 1909 v 2 s 7824]

Powers of factory inspectors; penalty for hindering inspection.—The owner, superintendent, manager or other person in charge of any establishment at the time of inspection shall be required to furnish the inspector a true statement of the number of persons employed in such establishment, and any owner, superintendent, manager or other person who shall fail or refuse to furnish such statement, or who shall employ in such establishment at the time of inspection any person who is a minor, and, upon conviction thereof, shall be fined not more than one hundred dollars for each offense. Any owner, superintendent or foreman, whether acting for himself or for such firm or corporation, who shall prevent the admission of any inspector authorized by this act within the premises or buildings of any such establishment, or shall at any reasonable business hour, or during working hours therein or thereat, or shall in any manner interfere with the duties of such inspector, or shall neglect or refuse to permit the completion of such inspection, shall be deemed guilty of an offense, and upon conviction thereof, shall be fined not less than twenty-five nor more than one hundred dollars for each offense: *Provided*, That the owner of any establishment inspected shall not be required to pay for more than one day of inspection on the first day of October of one year and the thirtieth day of October of the next year unless, through noncompliance with the written order of inspection, inspections are made necessary. [R S 1909 v 2 s 7825]

MANUFACTURING, MECHANICAL, AND OTHER OCCUPATIONS

MINIMUM AGE

Cleaning machinery in motion prohibited for minors and women.—No minor or woman shall be permitted to clean or adjust any machinery while it is in motion in any manufacturing, mechanical, mercantile and other establishment. No minor under the age of sixteen years be required to work on or the traversing parts of any machine while it is in motion, whether by water, electricity or other mechanical power; and no woman shall be required to work between the fixed and traversing or the traversing and traversing parts of any machine except the machine being operated by her. [R S 1909 v 2 s 7826]

Court decisions.—This section was held constitutional.—Strickland v. Board of Health, 101 Mo. App. 621 (1913).

Under a former section on the above subject, a minor employed by a manufacturing corporation, engaged in manufacturing, was held liable to the punishment imposed. —*See* *Vanosler v. Box Co.*, 106 Mo. App. 621 (1914), 96 S. W. 679 (1906). The majority of the statute, though it had ceased to be operative, was stricken.—*Peters v. Gill*

—*See* *Strickland v. Board of Health*, 101 Mo. App. 621 (1913), 96 S. W. 679 (1906). The majority of the statute, though it had ceased to be operative, was stricken.—*Peters v. Gill*

RAILROADS¹

HOURS OF LABOR

Nine hours a day for certain employees.—Nine hours shall constitute a day's work for men engaged in operating and [any] interlocking tower and no one shall be required to work more than nine hours during each twenty-four hours in a day. [1913 p 187 s 1]

Penalty.—Any railroad company or agent thereof which shall require men engaged in operating interlocking an interlocking tower [sic] to work more than nine hours in twenty-four shall be guilty of a misdemeanor and on conviction thereof shall be subject to a fine of not less than one hundred dollars or more than five hundred dollars therefor. [1913 p 187 s 2]

¹ See court decision on page 7 (New York).

MONTANA

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Note.—[The duties formerly imposed upon the bureau of agriculture, labor, and industry, etc., have been transferred by section 3, chapter 55, Acts of 1913, to the commissioner of labor and industry. In each case the new enforcing authority has been indicated in the text by an insertion in brackets, the former enforcing power being omitted.]

MINES AND SMELTERS

MINIMUM AGE

Employment under 16 in underground mines prohibited.—It shall be unlawful to employ children under the age of sixteen (16) years of age in underground mines. [Constitution article 18 section 3]

HOURS OF LABOR

Eight hours a day's work.—A period of eight hours shall constitute a day's work * * * in mills and smelters for the treatment of ores, and in underground mines. [Con art 18 s 4]

ENFORCEMENT

Legislature to provide.—The legislature by appropriate legislation shall provide for the enforcement of the provisions of this article. [Con art 18 s 5]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

State bureau of child and animal protection established.—There is hereby created a State bureau of child and animal protection, for the purpose of enforcing the laws of the State of Montana, pertaining to children and dumb animals which may now or hereafter exist; and to promote the growth of education and sentiment favorable to the protection of children and dumb animals. [Revised Codes 1907 section 1660]

Appointment, duties, and powers of deputies.—The secretary shall have the power to appoint six deputies, one of whom shall have his office in the city of Butte, one in Great Falls, one in Havre, one in Billings, one in Missoula and one in Kalispell. Such deputies shall take and subscribe the same oath required by the principal, and

the same shall be of record in the secretary's office. The deputies shall have the same power and authority as fixed by law in the principal, and shall have a salary of eighteen hundred (\$1800) dollars, per annum, payable monthly, out of the public treasury. They shall make full and complete reports every month to said principal showing all their official acts, with names of persons accused and against whom prosecution may have been instituted, and the results thereof. Said deputies may be removed at any time by the secretary, and another appointed to fill the vacancy. All deputies shall have authority to investigate cases reported to said bureau from any section of the State of Montana when called or directed to so do by the secretary of said bureau. [R C 1907 s 1664 as amended by 1911 Chapter 127]

Powers of secretary of bureau.—The secretary is hereby vested with authority to make arrests of any person, or persons, violating any provisions of the laws relating to wrongs to children and dumb animals, and is hereby further vested with the authority to enter workshops, factories, stores, mines, mills and smelters, and all other places where children may be employed, and do what may be necessary in the way of investigation, or otherwise, to enforce the laws pertaining to minor children and animals. [R C 1907 s 1669]

MINES, SMELTERS, ETC.

HOURS OF LABOR

Eight hours a day in mines, railroad tunnels, etc.; exceptions.—The period of employment of workmen in all underground mines or workings, including railroad or other tunnels, shall be eight (8) hours per day, except in case of emergency where life and property is [sic] in imminent danger. [R C 1907 s 1736 as amended by 1911 C 21]

Eight hours a day in stamp mills, reduction works, etc.—The period of employment of workmen in smelters, stamp mills, sampling works, concentrators, and all other institutions for the reduction of ores, and refining of ores or metals, shall be eight (8) hours per day, except in cases of emergency where life or property is in imminent danger. [R C 1907 s 1737]

Penalty for violation of two preceding sections.—Any person or persons, body corporate, agent, manager or employer who shall violate any of the provisions of sections 1736 (1) or 1737 (2) of this act [s 1736–1738], shall be deemed guilty of a misdemeanor, and upon conviction thereof shall, for each offense, be subject to a fine of not less than one hundred dollars, or more than five hundred dollars, or by [to] imprisonment in the county jail for a period of not less than one (1) month, or more than six (6) months or by both such fine and imprisonment. [R C 1907 s 1738]

Eight hours a day in smelters, mines, etc.—A period of eight (8) hours shall constitute a day's work * * * in mills and smelters for the treatment of ores, and in underground mines, and in the washing, reducing or treatment of coal. [R C 1907 s 1739]

Penalty.—Every person, corporation, stock company or association of persons who violate[s] any of the provisions of section 1739 (1) of this act [s 1739–1740] shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than one hundred (100) dollars nor more than five hundred (500) dollars, or by imprisonment in the county jail for not less than thirty days nor more than six months, or by both such [fine] and imprisonment. [R C 1907 s 1740]

Court decisions.—This act is constitutional. It includes within its inhibition both the employer and the employee.—*State v. Livingstone Building Co.*, 34 Mont. 570, 87 Pac. 980 (1906).

While employing one in a mine more than 8 hours a day in violation of this act is legal negligence, the master may show, as a defense, assumption of risk and contributory negligence of the servant.—*Melville et al v. Butte-Balaklava Copper Co.*—130 Pac. 441 (1913).

RAILROADS¹

HOURS OF LABOR

Period of rest after 16 hours' work for certain employees; exceptions.—On all lines of steam railroads or railways operated in whole or in part, within this State the time of labor of locomotive engineers, locomotive firemen, conductors, trainmen, operators and agents acting as operators, employed in running or operating the locomotive engines or trains on or over such railroads or railways in this State, shall not at any

¹ See court decision on page 7 (New York).

ALL OCCUPATIONS

EMPLOYMENT CERTIFICATES AND RECORDS

Records of children under 16.—The commissioner of [labor and industry] shall compile and preserve in his office from reports made to him by the county superintendent of schools, as otherwise provided, a full and complete list of the name, age, date of birth and sex of each child, and the names of the parents or guardians of each child under the age of sixteen years who is now or may hereafter become a resident of this State, and such list shall be the official record of the age of children in this State. [R C 1907 s 1748]

Age certificates required over 16; commissioner of labor and industry to issue certificates; records of issuing office; misdemeanor.—Upon attaining the age of sixteen years any child may make application to the commissioner of [labor and industry] for an age certificate, which must be presented to any employer with whom such child may seek employment. The employer, if such employment be given, must countersign the certificate, and return the same to [said commissioners], who shall keep the same on file in his office. Any person, firm, company, association or corporation who employs or permits to be employed in any occupation prohibited in section 1746 (1) of this act [s 1746–1751], any child without such certificate showing the child to be at least sixteen years of age, shall be guilty of a misdemeanor and punishable as hereinafter provided, should such child prove to be less than sixteen years of age. [R C 1907 s 1749]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties of commissioner of labor and industry, etc.—To enforce this act [s 1746–1751] the commissioner of [labor and industry], the bureau of child and animal protection and all county attorneys shall, each upon their [his] own volition, or upon the sworn complaint of any reputable citizen that this act is being violated, make prosecutions for such violations. [R C 1907 s 1750]

PENALTY

Violation of act.—Every person, firm, company, association or corporation who violates any of the provisions of this act [s 1746–1751] shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than twenty-five dollars nor more than five hundred dollars, or by imprisonment in the county jail for a period of not less than thirty days nor more than six months, or by both such fine and imprisonment. [R C 1907 s 1751]

MINES

MINIMUM AGE

Employment under 16 prohibited; misdemeanor for employer.—Any person, corporation, stock company or association of persons, owning or operating any underground mine, or any officer, agent, foreman or boss, having the control or management of employees, or having the power to hire or discharge employees, who shall employ, or knowingly permit to be employed, any child under the age of sixteen years, for work or service in any such mine, or the underground workings thereof, or permit or allow any such child to render or perform any work or service whatever in such mine, whether under contract of employment or otherwise, shall be guilty of a misdemeanor and punishable as hereinafter provided. [R C 1907 s 1752]

Employment under 16 prohibited; misdemeanor for parent, etc.—Any parent, guardian or other person having the care, custody, or control of any child under the age of sixteen years, who shall permit, suffer, or allow such child to work in any mine having underground workings, or who shall permit or allow any such child over whom they may have such care, custody, or control to retain employment in any such mine, or who, after having knowledge that any such child has taken employment in any such mine, or is performing work or service therein, whether under contract of employment or not, shall fail forthwith to notify the person or corporation owning or operating such mine, or some officer, foreman or employee thereof having the power to hire or discharge employees, of the age of such child, shall be guilty of a misdemeanor and punishable as hereinafter provided. [R C 1907 s 1753]

Penalty.—Any person or corporation violating any of the provisions of this act [s 1752–1754] shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine not less than twenty-five (\$25) dollars nor more than (\$500) five hundred dollars, or by imprisonment in the county jail for a period of not less than thirty days nor more than six months, or by both such fine and imprisonment. [R C 1907 s 1754]

NOTE.—[See sections 1746, 1747, and 1751, of an earlier act, covering in general the same provisions.]

ALL OCCUPATIONS

WAGES

Minor entitled to wages unless claimed by parent.—The wages of a minor employed in service may be paid to him until the parent or guardian entitled thereto gives the employer notice that he claims such wages. [R C 1907 s 3757]

ALL REGULATED OCCUPATIONS

PENALTIES

Misdemeanor when not otherwise prescribed.—Except in cases where a different punishment is prescribed by this Code, every offense declared to be a misdemeanor is punishable by imprisonment in a county jail not exceeding six months, or by a fine not exceeding five hundred dollars, or both. [R C 1907 s 8111]

PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 16 in rope walking, singing, dancing, etc., prohibited; misdemeanor for parent, employer, etc.—Any person, whether as parent, relative, guardian, employer or otherwise, having in his care, custody or control any child under the age of sixteen years, who shall sell, apprentice, give away, let out or otherwise dispose of any such child to any person, under any name, title or pretense, for the vocation, use, occupation, calling, service, or purpose of singing, playing on musical instruments, rope walking, dancing, begging or peddling in any public street or highway, or in any mendicant or wandering business whatever, and any person who shall take, receive, hire, employ, use or have in custody any child for such purposes, or either of them, is guilty of a misdemeanor.¹ [R C 1907 s 8347]

MINES

MINIMUM AGE

Penalty for employment under 14.—Every person who receives or employs any child under fourteen years of age in any underground works or mine, or in any similar business, is punishable by a fine not exceeding one thousand dollars. [R C 1907 s 8349]

NOTE.—[For prohibition of employment under 16, see section 3, article 18 of the constitution, and sections 1746 and 1752 of the Revised Codes.]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of girls to serve in theaters, places of amusement, etc., prohibited; misdemeanor.—Every person who sells or furnishes any malt, vinous or spirituous liquor to any person in the auditorium, boxes or lobbies of any theater, melodeon, variety show, museum, circus or caravan, or any place where any farce, comedy, tragedy, ballet, opera or play is being performed, or any exhibition of dancing, juggling, wax-work figures and the like is being given for public amusement, and every person who employs or procures or causes to be employed or procured any female to sell or furnish any malt, vinous or spirituous liquors at such place is guilty of a misdemeanor.¹ [R C 1907 s 8373]

¹ For penalty for misdemeanor, see page 7 (Revised Codes 1907 s 8111).

Employment of girls in saloons, etc., prohibited; penalty.—Every person who causes, procures or employs any female for hire, drink or gain to play upon any musical instrument or to dance, wait, promenade or otherwise exhibit herself in any drinking saloon,¹ dance cellar, ball room, public garden, public highway, common park or street, or in any steamboat or railroad car, or in any place whatsoever, if in such place there is connected therewith the sale or use as a beverage of any intoxicating, spirituous, vinous or malt liquors, or who shall allow the same in any premises under his control where intoxicating, spirituous, vinous or malt liquors are sold or used, when two or more persons are present, is punishable by a fine of not less than fifty nor more than five hundred dollars or by imprisonment in the county jail not exceeding three months, or both; and every female so playing upon any musical instrument or dancing, waiting, promenading or exhibiting herself, as herein aforesaid, is punishable by a fine not exceeding one hundred dollars or by imprisonment in the county jail not exceeding one month, or both. [R C 1907 s 8376]

IMMORAL OCCUPATIONS

MINIMUM AGE

Distribution of obscene literature prohibited under 16.—* * * It is unlawful * * * to hire, use, employ, or permit such child [under 16] to sell or give away or in any manner distribute any such book, pamphlet, magazine, lewd picture, newspaper, story paper or publication [devoted to the publication or principally made up of criminal news, police reports, or accounts of criminal deeds, or pictures and stories of lust or crime]. [R C 1907 s 8391]

Violation a misdemeanor.—Every person violating any of the provisions of the next preceding section is guilty of a misdemeanor.² [R C 1907 s 8392]

TELEPHONES

HOURS OF LABOR

Nine hours a day in certain cities; exceptions.—On all lines of public telephones operated in whole or in part within this State, it shall hereafter be unlawful for any owner, lessee, company or corporation to hire or employ any operator or operators, other person or persons to run or operate a telephone board or boards for more than nine (9) hours, in twenty-four hours in cities or towns having a population of 3,000 inhabitants, or over: *Provided however*, That the provisions of this act shall not apply to any person or persons, operator or operators, operating any telephone board or boards more than nine (9) hours in each twenty-four for the purpose of relieving another employee in case of sickness or other unforeseen cause or causes. [1909 C 75 s 1]

Penalty.—Any owner, lessee, company or corporation, who shall violate any of the provisions of this act shall upon conviction be punished by a fine of not less than one hundred (\$100) dollars nor more than five hundred (\$500) dollars, and each and every day that such owner, lessee, company or corporation, may continue to violate any of the provisions of this act, shall be considered a separate and distinct offence and shall be punished as such. [1909 C 75 s 2]

COAL MINES

ENFORCEMENT

Duties and powers of coal mine inspector.—The State coal mine inspector shall have the right, and it is hereby made his duty, * * * especially to make inquiry whether or not the provisions of the laws providing for the regulation of coal mines, or other acts which may hereafter be enacted governing coal mines, have been complied with. The owner, operator or superintendent of such mine is hereby required to furnish the means necessary for such entry, inspection, examination, inquiry and exit. It shall also be the duty of the said coal mine inspector to carefully examine all the coal mines in operation in this State at least every three months and oftener if necessary; to see that every precaution is taken to insure the safety of all the workmen that may be engaged in said coal mine. * * * [1911 C 120 s 5]

¹ Person keeping saloon, etc., is prohibited by R. C. 1907 s 8379 from permitting any minor to resort or stop in such place.

² For penalty for misdemeanor, see page 7 (Revised Codes 1907, s 8111).

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Department of labor and industry established.—The department of labor and industry of the State of Montana is hereby created, which shall consist of a commissioner, boiler inspector, inspector of mines and coal mine inspector and such deputies and employees as are now or may hereafter be authorized by law. [1913 C 55 s 1]

Duties of commissioner of labor and industry.—The duties of the commissioner of labor and industry shall be to enforce the provisions of sections 1746 to and including section 1754 of the Revised Codes of the State of Montana, 1907, and to discharge the duties now imposed upon the commissioner of the bureau of agriculture, labor and industry relating thereto and to free employment offices within this State. [1913 C 55 s 3]

Powers of commissioner of labor and industry; penalty for refusing information or hindering inspector.—The commissioner shall have the power to administer oaths, have and use a seal, with power, to examine witnesses under oath, to take depositions or cause the same to be taken by any one authorized to take depositions, and said commissioner may deputize any male citizen over the age of twenty-one years to serve subpoenas upon witnesses who shall be summoned in the same manner as witnesses before the district court, and any person or owner, operator, or lessee of any mine, factory, workshop, smelter, mill, warehouse, elevator, foundry, machine shop or other establishment, any agent or employee of such owner, operator, manager or lessee, who shall refuse to said commissioner admission therein for the purpose of inspecting, or who shall when requested by him willfully neglect or refuse to furnish to him any statistics or other information relating to his lawful duties, which may be in their possession or under their control, or who shall willfully neglect or refuse for thirty days to answer questions by circular or by personal application, or who shall knowingly answer such questions untruthfully or who shall refuse to obey any such subpoenas and give testimony according to the provisions of this act, shall for every such willful neglect or refusal be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine not less than fifty (\$50.00) nor more than one hundred (\$100.00) dollars: *Provided*, That no witness shall be compelled to answer questions respecting his private affairs nor to go outside of his own county to give testimony. [1913 C 55 s 5]

Duties of mine inspectors.—* * * The State inspector of mines and the State coal mine inspector, their deputies, assistants and employees shall perform the duties now required by law * * *. [1913 C 55 s 9]

NOTE.—[Sections 1711-1720 of the Revised Codes of 1907 provide for a mine inspector and define his duties, but they apparently relate only to safety and protection of life.]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 6 to 21; penalty for failure to report.—The duties of the district clerk shall be as follows:

* * * * *

3. To make annually between the first day of September and the first day of October of each year, an exact census of all the children and youth between the age of six and twenty-one years residing in the district; and shall specify the sex, age, and date of birth of such children. He shall take the name of each child, the same to be spelled out in full; the Christian and surname of both parents, or guardians, and including initials of all middle names, together with the place of residence of said parents or guardians, specified by street and number if living in city or town; or, if living in any other than a city or town, the post office address of said parents or guardians must be given. He shall take specifically and separately a census of all children under the age of six years as in the manner aforesaid. All children under twenty-one years of age who may be absent from home for any cause, shall be included by the district clerk in this census list of the city, town or district in which their parents reside. He shall make under oath full report thereof on blanks furnished for this purpose to the county superintendent in duplicate, within fifteen days after the completion of the census and deliver a copy to the school trustees. Failure to make such report as specified shall constitute a misdemeanor and shall be punished by a fine of not less than ten dollars nor more than fifty dollars. * * * [1913 C 76 s 512]

COMPULSORY SCHOOL ATTENDANCE

Children from 8 to 14; from 14 to 16 if not regularly employed; exceptions; penalty.— All parents, guardians, and other persons who have care of children, shall instruct them, or cause them to be instructed in reading, spelling, writing, language, English grammar, geography, history and civics, physiology and hygiene and arithmetic. Every parent, guardian or other person having charge of any child between the ages of eight and fourteen years shall send such child to a public, private, or parochial school, for the full time that the school attended is in session, which shall in no case be for less than sixteen weeks during any current year, and said attendance shall begin within the first week of the school term, unless the child is excused from such attendance by the superintendent of the public schools, in city and other districts having such superintendent, or by the clerk of the board of trustees in districts not having such superintendent, or by the principal of the private, or parochial school, upon satisfactory showing, either that the bodily or mental condition of the child does not permit of its attendance at school, or that the child is being instructed at home by a person qualified, in the opinion of the superintendent of schools in city or other districts having such superintendent, or the clerk of the board of trustees in districts not having such superintendent, to teach the branches named in this section: *Provided*, That the county superintendent may excuse children from attendance upon such schools where in his judgment the distance makes such attendance an undue hardship. In case the county superintendent, city superintendent, principal or clerk refuses to excuse a child from attendance at school, an appeal may be taken from such decision to the district court of the county, upon giving a bond, within ten days after such refusal, to the approval of said court, to pay all costs of the appeal, and the decision of the district court in the matter shall be final. All children between the ages of fourteen and sixteen years, not engaged in some regular employment, shall attend school for the full term during which the school of the district in which they reside are in session during the school year, unless excused for the reason above named. Any parent, guardian or other person having the care of or custody of a child between the ages of eight and fourteen years, who shall fail to comply with the provisions of this section, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than five dollars nor more than twenty dollars. [1913 C 76 s 1100]

ALL OCCUPATIONS

EMPLOYMENT CERTIFICATES

Certificates required under 14 for employment during school hours; educational requirements from 14 to 16; school authorities to issue certificates; lists required under 16; penalty.— No child under fourteen years of age shall be employed or be in the employment of any person, company or corporation during the school term and while the public schools are in session, unless such child shall present to such person, company or corporation an age and schooling certificate herein provided for. An age and schooling certificate shall be approved by the superintendent of schools or by a person authorized by him, in city or other districts having such superintendent, or by the clerk of the board of trustees in districts not having such superintendent, upon a satisfactory proof of the age of such minor and that he has successfully completed the studies enumerated in section 1100 of this chapter; or if between the ages of fourteen and sixteen years, a knowledge of his or her ability to read intelligently and write legibly the English language. The age and schooling certificate shall be formulated by the superintendent of public instruction and the same furnished, in blank, by the clerk of the board of trustees. Every person, company, or corporation employing any child under sixteen years of age, shall exact the age and schooling certificate prescribed in this section, as a condition of employment and shall keep the same on file, and shall upon the request of the truant officer hereinafter provided for, permit him to examine such age and schooling certificate. Any person, company or corporation, employing any minor contrary to the provisions of this chapter shall be fined not less than twenty-five nor more than fifty dollars for each and every offense. [1913 C 76 s 1101]

ALL OCCUPATIONS—EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Children from 14 to 16 who can not read and write English; employment of such children during school hours prohibited; penalty.—All minors over the age of fourteen and under the age of sixteen years, who can not read and write the English language shall be required to attend school as provided in section 1100 of this chapter, and all provisions of said section shall apply to said minors: *Provided*, That such attendance shall not be required of such minors after they have secured a certificate from the superintendent of schools in districts having superintendents, or the clerk of the board of trustees in districts not having superintendents, that they can read, and write the English language. No person, company, or corporation, shall employ any such minor during the time schools are in session, or having such minor in their employ shall immediately cease such employment, upon notice from the truant officer who is hereinafter provided. Every person, company or corporation violating the provisions of this section, shall be fined not less than twenty-five nor more than fifty dollars for each and every offense. [1913 C 76 s 1102]

ENFORCEMENT AND PENALTIES

Appointment, duties, and powers of truant officers.—To aid in the enforcement of this act truant officers shall be appointed and employed as follows: In districts of the first and second classes the board of trustees shall appoint and employ one or more truant officers; in districts of the third class, the trustees shall appoint if they deem it advisable, a constable or other person as truant officer; in districts not appointing a truant officer, it shall be the duty of the county superintendent to act as truant officer. The compensation of the truant officer shall be fixed and paid by the board appointing him. The truant officer shall be vested with police powers, the authority to serve warrants, and have authority to enter workshops, factories, stores, and all other places where children may be employed, and do whatever may be necessary, in the way of investigation or otherwise to enforce the provisions of this chapter; he is also authorized and it shall be his duty to take into custody the person of any youth between eight and fourteen years of age, or between fourteen and sixteen years of age when not regularly employed or when unable to read and write the English language, who is not attending school, and shall conduct said youth to the school he has been attending, or which he should rightfully attend. The truant officer shall institute proceedings against any officer, parent, guardian, person, or corporation, violating any provisions of this chapter and perform such other services as the superintendent of schools or the board of trustees may deem necessary to preserve the morals and secure the good conduct of school children and to enforce the provisions of this chapter. The truant officer shall keep a record of his transactions for the inspection and information of the superintendent of the schools and the board of trustees; and he shall make daily reports to the superintendent of schools during the school term in districts having superintendents, and to the clerk of the board of trustees in districts not having superintendents as often as required by him. Suitable blanks for the use of the truant officer shall be provided by the clerk of the board of trustees. [1913 C 76 s 1103]

Duties of principals, teachers, etc.—It shall be the duty of all principals, and teachers of all schools, public, private and parochial, to report to the clerk of the board of trustees of the district in which the schools are situated, the names, ages, and residence of all pupils in attendance at their schools, together with such other facts as said clerk may require, in order to facilitate the carrying out of the provisions of this chapter and the clerk shall furnish blanks for such purpose, and such report shall be made during the last week of each month from September to June inclusive, of each year. It shall be the further duty of such principals and teachers to report to the truant officer, the superintendent of public schools, or the clerk of the board of trustees, as the case may be, all cases of truancy or incorrigibility in their respective schools as soon after these offenses have been committed, as practicable. [1913 C 76 s 1104]

Duties of truant officers; penalty for violation.—On request of the superintendent of schools, or the board of trustees, or when it otherwise comes to his notice, the truant officer shall examine into any case of truancy or nonattendance within his district, and warn said truant or nonattendant and his parent, guardian, or other person in charge, in writing, of the final consequence of truancy or nonattendance if persisted in. When any child between the ages of eight and fourteen years or any child between the ages of fourteen and sixteen years who cannot read and write the English language,

or who is not regularly employed, is not attending school in violation of the provisions of this chapter the truant officer shall notify the parent, guardian or other person in charge of such child, of the fact, and require such parent, guardian or other person in charge, to cause the child to attend some recognized school within two days from the date of the notice; and it shall be the duty of the parent, guardian, or other person in charge of the child, so to cause its attendance at some recognized school. Upon failure to do so the truant officer shall make complaint against the parent, guardian or other person in charge of the child in any court of competent jurisdiction in the district in which the offense occurs, for such failure, and upon such conviction, the parent, guardian, or other person in charge shall be fined not less than five dollars, nor more than twenty dollars, or the court may in its discretion, require the person so convicted to give bond in the penal sum of one hundred dollars, with sureties, to the approval of the court, conditioned that he or she will cause the child under his or her charge to attend some recognized school within two days thereafter and to remain at such school during the term prescribed by law; and upon the failure or refusal of any parent, guardian, or other person to pay said fine and costs or furnish said bond according to the order of the court, then said parent, guardian or other person shall be imprisoned in the county jail not less than ten days nor more than thirty days. [1913 C 76 s 1105]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Poor relief for child failing to attend on account of poverty compelling employment.—When any truant officer is satisfied that any child, compelled to attend school by the provisions of this chapter is unable to attend school because absolutely required to work, at home or elsewhere, in order to support itself or help support, or care for others legally entitled to its services, who are unable to support or care for themselves, or who are unable to attend school because of some physical ailment, the truant officer shall report the case to the authorities charged with the relief of the poor, and it shall be the duty of said officers to afford such relief as will enable the child to attend school the time each year required under the provisions of this chapter. Such child shall not be considered or declared a pauper by reason of the acceptance of the relief herein provided for. In case the child or its parents or guardians, refuses to or neglects to take advantage of the provisions thus made for its instruction, such child may be committed to the industrial school * * *. In all cases where relief, including books, medical aid and clothing is necessary it shall be the duty of the board of trustees to furnish such aid free of charge and said board of trustees may furnish any further relief it may deem necessary, the expense incident to furnishing said books, medical aid, clothing and further relief to be paid from the general fund of the school district. [1913 C 76 s 1108]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Nine hours a day in these occupations and in telegraph offices, hotels, etc.; exceptions during week before Christmas; other exceptions.—No female shall be employed in any manufacturing, mechanical or mercantile establishment, telephone exchange room, or office, or telegraph office, laundry, hotel or restaurant in this State, for more than nine hours in any one day. The hours of work may be so arranged so as to permit the employment of females at any time so that they shall not work more than nine hours during the twenty-four of any one day: *Provided*, That females may be employed, in retail stores to work, not to exceed ten hours in any one day for one week immediately preceding Christmas Day: *And provided further*, That overtime at extra compensation shall be allowed where life or property is in imminent danger. [1913 C 108 s 1]

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every employer in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant, or other establishment employing any female, shall provide suitable seats for all female employees, and shall permit them to use such seats when they are not employed in the active duties of their employment. [1913 C 108 s 2]

PENALTY

Violation of act.—Any employer who shall require any female to work in any of the places mentioned in section 1, more than the number of hours provided in this act during any day of twenty-four hours, or who shall fail, neglect, or refuse to so arrange the work of females in his employ, so that they shall not work more than the number of hours provided for in this act during any day of twenty-four hours, or who shall fail, neglect or refuse to provide suitable seats, as provided in section 2 of this act, or who shall permit or suffer any overseer, superintendent or other agent of any such employer to violate any of the provisions of this act, shall be guilty of a misdemeanor, and upon conviction thereof, shall be fined for each offense not less than fifty (\$50.00) dollars, nor more than two hundred (\$200.00) dollars, or be imprisoned in the county jail for a period of not less than ten nor more than sixty days, or [suffer] both such fine and imprisonment. [1913 C 108 s 3]

NEBRASKA

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ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties of State labor commissioner.—The duties of the [State labor] commissioner shall be * * * to examine into * * * the employment of illegal child labor; the exaction of unlawful hours of labor from any employee * * *. [Revised Statutes 1913 section 3554]

• STORES, FACTORIES, OFFICES, ETC.

SEATS FOR GIRLS

Seats to be provided and their use permitted.—It shall be the duty of every agent, proprietor, superintendent, or employer of female help in stores, factories, offices or schools within the State of Nebraska to provide a chair, stool, or seat for each and every such employee, upon which their female workers shall be allowed to rest when their duties will permit, or when said position does not interfere with the faithful discharge of their incumbent duties. [R S 1913 s 3562]

Penalty.—Any neglect or refusal to provide a chair, stool or seat for every female worker in the employ of any agent, proprietor, superintendent or employer in the State of Nebraska shall be deemed a misdemeanor, and upon conviction thereof such agent, proprietor, superintendent or employer shall be fined in a sum not less than ten dollars nor more than two hundred dollars, and stand committed until such fine be paid, and shall likewise be liable to an action for damages to such female worker whose health has been injured by this neglect of her employer to provide a chair, stool or seat, as required by the next preceding section. [R S 1913 s 3563]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Nine hours a day, 54 a week, and night work prohibited, in certain cities; exceptions.—In metropolitan cities, in cities of the first class having more than 40,000 and less than 100,000 inhabitants, in cities of the first class having less than 40,000 and more than 25,000 inhabitants, in cities of the first class having more than 5,000 and less than 25,000 inhabitants, no female shall be employed in any

manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant, office, or by any public service corporation in this State more than nine hours during any one day or more than fifty-four hours in one week. The hours of each day may be so arranged as to permit the employment of such female at any time from six o'clock a. m. to ten o'clock p. m., but in no case shall such employment exceed nine hours in any one day: *Provided however*, Such female shall not be employed between the hours of 10 p. m. and 6 a. m.: *Provided further*, Public service corporations may employ females between the hours of ten p. m. and six a. m. [R S 1913 s 3564 as amended by 1915 C 71]

Court decision.—A former section on the above subject was held constitutional.—*Wenham v. State*, 6 Neb. 394, 91 N. W. 421 (1902).

Hours to be posted.—Every such employer shall post in a conspicuous place in every room where such females are employed, a printed notice stating the number of hours work required of them each day of the week, the hours of commencing and stopping such work, and the hours when the time or times allowed for dinner or for other meals begins and ends. Printed forms of such notice shall be furnished by the deputy labor commissioner, and the form of such notice approved by the attorney general of this State. [R S 1913 s 3565]

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every such employer in such establishment, shall provide suitable seats for the females so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed. [R S 1913 s 3566]

ENFORCEMENT AND PENALTIES

Violation; duties of deputy labor commissioner.—Any employer, overseer, superintendent or other agents of any such employer who shall violate any of the provisions of the three next preceding sections, shall be fined for each offense in a sum not less than twenty dollars nor more than fifty dollars; and it is hereby made the duty of the deputy labor commissioner to enforce the provisions of the three next preceding sections. [R S 1913 s 3567]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS, WORKSHOPS, THEATERS, ETC.

MINIMUM AGE

Employment under 14 prohibited in these occupations and in saloons, etc., and in any business or service during school hours.—No child under fourteen years of age shall be employed, permitted or suffered to work in, or in connection with, any theater, concert hall, or place of amusement, or any place where intoxicating liquors are sold, or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor, within this State. It shall be unlawful for any person, firm or corporation to employ any child under fourteen years of age in any business or service whatever during the hours when the public schools of the town, township, village or city in which the child resides are in session. [R S 1913 s 3575]

EMPLOYMENT CERTIFICATES AND RECORDS

Certificates and lists required from 14 to 16; lists to be posted; certificates to be returned to issuing office; proof of age may be required for children apparently under 16.—No child between fourteen and sixteen years of age shall be employed, permitted or suffered to work in any theater, concert hall, or place of amusement, or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory, or workshop, or as a messenger or driver therefor, within this State, unless the person or corporation employing him procures and keeps on file and accessible to the truant officers of the town or city, the State commissioner of labor, and his deputies, and the members of the State board of inspection, an employment certificate as hereinafter prescribed, and keeps two complete lists of all such children employed therein, one on file and one conspicuously posted near the principal entrance of the building in which such children are employed. Upon the

CHILD LABOR LEGISLATION.

here the question of the age of the child shall be determined and the judgment of the court shall be final and binding upon the person issuing the certificate. Notice of hearing before the court shall be given to some one of the persons mentioned in section 28 [3576], authorized to demand inspection of employment certificates. Every employment certificate shall be signed in the presence of the officer issuing the same and the child in whose name it is issued. [R S 1913 s 3578]

Contents of certificates.—Such certificate shall state the date and place of birth of the child and describe the color of the hair and eyes, the height and weight and any distinguishing facial marks of such child, and that the papers required by the preceding section have been duly examined, approved and filed, and that the child named on the certificate has appeared before the officer signing the certificate and been examined. [R S 1913 s 3579]

Contents of school record.—The school record required by section 28 [3578] shall be furnished by the teacher and principal of the school which such child has attended and shall be furnished on demand to a child entitled thereto. It shall contain a statement certifying that the child has regularly attended the public schools, or schools authorized therefor, or parochial schools for not less than three-fourths of the school year previous to his arriving at the age of fourteen years, or during the year previous to his leaving for such school record, and is able to read and write simple sentences in the English language. It shall also state the amount of work completed by such child as measured by the grade of the public day schools in the city or county. Such record shall also give the age and residence of the child as shown on the records of the school, and the name of its parent, or guardian or custodian. [R S 1913 s 3580]

Annual reports to commissioner of labor of certificates issued.—The superintendent of schools, or the school directors of any village, town, or county, shall transmit between the first and tenth day of each month to the office of the State commissioner of labor a report giving the names of the children to whom certificates have been issued. [R S 1913 s 3581]

COMPULSORY EVENING SCHOOL ATTENDANCE

Children from 14 to 16 who have not completed the eighth grade not to be employed without certificate from evening school; penalty for employer, parent, etc.—Regular attendance of a child at any public evening school, maintained in any city or village where instruction is given not less than twenty weeks each year, and three evenings each week, and two hours each evening, shall authorize the issuance of a certificate of employment where the schooling certificate fails to show that the child has completed the work of the eighth grade, required by section 30 [3580]: *Provided*, that the schooling certificate and all other certificates are otherwise in due form, and the employer further produces a certificate from the superintendent, or principal, of such evening school, showing the regular attendance of such child at such evening school. *Provided further*, Every child employed under such certificate shall furnish to his employer a weekly certificate showing regular attendance each week while the child is in school. Whoever employs a child in violation of the provisions of this section shall be fined not more than fifty dollars for each offense. A parent, or guardian or custodian who permits a child under his control to be employed in violation of the provisions of this section shall be fined not more than twenty dollars. [R S 1913 s 3582]

EMPLOYMENT CERTIFICATES AND RECORDS

Contents of various certificates; records of issuing office.—The age and schooling certificates provided for herein shall be made out upon blank forms furnished by the State commissioner of labor and shall be in the following forms:

SCHOOL ATTENDANCE CERTIFICATE.

(Name of school), (city or town), NEBRASKA, (date).

I hereby certify that (name of child) has completed the work of the . . . th grade, and is able to read and write legibly simple sentences in the English language.

I also certify that according to the records of this school and in my belief, the (name of child) was born at (city or town), in county, State of, on (date), and is now years and months old, and has attended said school during the past twelve months the following period

(Name of parent or guardian),

(Residence.)

(Signature) teacher.

(Signature) principal.

AGE AND SCHOOLING CERTIFICATE.

(City or town), NEBRASKA, (date).

This certifies that I am the (father, mother, guardian, or custodian), of (name of child) and that was born at, in county, State of, on the, and is now years and months old.

(Signature of father, mother, guardian, or custodian).

(Name of city or town), NEBRASKA, (date).

There personally appeared before me, the above named (name of person signing), and being sworn testified that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge or belief.

I hereby approve the foregoing certificate of, height feet inches, weight pounds ounces, complexion (fair or dark), hair (color), eyes (color), having no sufficient reason to doubt that (he or she) is of the age herein certified. I hereby certify that (he or she) (can or cannot) read at sight and write legibly simple sentences in the English language; that said child has appeared before me and been personally examined by me; that all certificates and papers required by law have, in due form, been presented to, and approved by, me and the same have been placed on file.

(In case the child is attending school insert here the following:)

I further certify that (he or she) is regularly attending the (name of school). This certificate shall continue in force only so long as the regular attendance of said child at said school is certified weekly by a teacher thereof.

This certificate belongs to (name of child) and is to be surrendered to the superintendent of schools whenever (he or she) leaves the service of the person, firm or corporation holding the same as employer.

(Signature and official title of person authorized to approve and sign).

EVENING SCHOOL ATTENDANCE CERTIFICATE.

This certifies that (name of child) is registered in and regularly attends the evening school. This also certifies that according to records of my school and in my belief (name of child) was born at (name of city or town) on the day of 19.. and is now old.

(Name of parent or guardian)

(Signature of teacher)

(Signature of principal)

Duplicate copies of such certificates shall be retained in all cases by the person or officer issuing the same and kept on file by the superintendent of schools or school district directors of the county in which the same are issued. [R S 1913 s 3583]

HOURS OF LABOR

Eight hours a day, 48 a week, and night work prohibited, under 16; hours to be posted.— No person under the age of sixteen years shall be employed or suffered or permitted to work in any theater, concert hall, or place of amusement, or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, packing house, bowling alley, passenger or freight elevator, factory, workshop, beet field or as a messenger or driver therefor, more than forty-eight hours in any one week, nor more than eight hours in any one day, nor before the hour of six o'clock in the morning, nor after the hour of eight o'clock in the evening. Every employer shall post in a conspicuous place in every room where such children are employed a printed notice stating the hours required of them each day of the week, the hours of commencing and stopping work, and the hours when the time or times allowed for dinner or for other meals begin and end. The printed form of such notice shall be furnished by the State commissioner of labor. [R S 1913 s 3584]

ENFORCEMENT AND PENALTIES

Duties and powers of deputy commissioner of labor and truant officers; penalties for violation, failure to produce certificates, etc., retention of certificates, false statements, hindering inspectors, etc.—Whoever employs a child under sixteen years of age and whoever, having under his control a child under such age, permits such child to be employed in violation of this article [s 3575–3587] shall for each offense be fined not more than fifty dollars; and whoever continues to employ any child in violation of either or any section of this article, after being notified by a truant officer, or a deputy commissioner of labor, or a member of the State board of inspection, shall for every day thereafter that such employment continues be fined not less than five dollars nor more than twenty dollars. The failure of an employer of child labor to produce, upon the request of a person authorized to demand the same, any employment certificate or list required by this article, shall be prima facie evidence of the illegal employment of any child whose employment certificate is not produced or whose name is not listed. Any corporation or employer retaining employment certificates in violation of this article shall be fined ten dollars. Every person authorized or required to sign any certificate or statement prescribed by this article, or who knowingly certifies or makes oath to any material false statement therein or who violates any of the provisions of this article, shall be fined not to exceed fifty dollars. Every person, firm or corporation, agent or manager, superintendent or foreman of any person, firm or corporation who shall refuse admittance to any officer or person authorized to visit or inspect any premises or place of business under the provisions of this article and to produce all certificates and lists he may have, when demanded, after such person shall have announced his name and the office he holds and the purpose of his visit, or shall otherwise obstruct such officers in the performance of their duties as prescribed by this article, shall be guilty of a misdemeanor and, upon conviction, shall be fined in any sum not exceeding fifty dollars, or be imprisoned not to exceed thirty days. The presence of a child under sixteen years of age, apparently at work, in any of the places of business enumerated in this article shall be prima facie evidence of his employment therein. It shall be the duty of the deputy commissioner of labor and the several truant officers to enforce the provisions of this article, and every county attorney, when informed by any officer or person authorized to inspect places where child labor is employed, that any of the provisions of this article have been violated, shall file or cause to be filed information against the person or persons guilty of such offense and cause the arrest and prosecution of the same: *Provided*, Nothing in this article shall prevent any other person from causing the enforcement of the provisions of this article. Truant officers shall visit the places of business enumerated in this article to ascertain whether any children are employed therein contrary to the provisions of this article, and they shall report any cases of such illegal employment to the commissioner of labor and to the county attorney. [R S 1913 s 3585]

Appointment and powers of board of inspectors; board may demand certificates of physical fitness for children under 16.—It is the duty of the governor to appoint five persons, two, at least, of whom shall be women who shall constitute the board of inspectors and who shall serve without compensation. The term for which such inspectors shall serve is hereby made one, two, three, four and five years, respectively. The appointment shall designate the term for which each inspector is appointed. The governor shall each year appoint one person to serve for a period of five years and shall also fill any vacancy on the board. The chairman shall be the executive head of the board and shall reside in the county employing the largest number of children under the age of sixteen years. Any member of the board of inspectors shall have power to demand the examination, by some regularly licensed physician to be selected by the board, of any child under sixteen years of age who may seem physically unable to perform the labor at which such child may be employed, and no child under sixteen shall be employed who can not obtain a certificate of fitness from such physician. [R S 1913 s 3586]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 16 prohibited; penalty.—No child under the age of sixteen years shall be employed in any work which by reason of the nature of the work, or place of performance, is dangerous to life or limb, or in which its health may be injured or its morals may be depraved. Any parent, guardian, or other person, who, having

under his control any child, causes or permits such child to work or be employed in violation of this section, shall be guilty of a misdemeanor and upon conviction shall be fined not more than fifty dollars, or be imprisoned not exceeding ten days. [R S 1913 s 3587]

Court decision.—Whether digging a cave in the side of a hill is dangerous to life and limb is a question for the jury; and if the employment of a child under 16 is the cause of the injury the employer is liable.—*Hankins v. Reimers*, 86 Neb. 307, 125 N. W. 516 (1910).

FACTORIES, WORKSHOPS, MECHANICAL AND MERCANTILE ESTABLISHMENTS, ETC.

TOILETS AND DRESSING ROOMS FOR GIRLS

Separate toilets for the sexes; enforcement: powers of labor commissioner, etc.—Every factory, mill, workshop, mercantile or mechanical establishment or other building where one or more persons are employed, shall be provided within reasonable access, with a sufficient number of water-closets, earth closets or privies for the reasonable use of the persons employed therein, and whenever male and female persons are employed as aforesaid together, water-closets, earth closets or privies, separate and apart, shall be provided for the use of either sex, and plainly so designated, and no person shall be allowed to use such closet or privy assigned to the other sex. Such closet shall be properly enclosed and ventilated and at all times kept in a clean and good sanitary condition. * * * The labor commissioner, his deputy or any factory inspector, may require such changes in the placing of such closets as he may deem necessary and may require other changes which may serve the best interest of morals and sanitation. [R S 1913 s 3588]

Separate dressing rooms for girls when ordered by inspector.—In factories, mills or workshops, mercantile or mechanical establishments or other places where the labor performed by the operator is of such a character that it becomes necessary to change the clothing, wholly or in part, before leaving the building at the close of the day's work, separate dressing rooms shall be provided for females whenever so required by the labor commissioner, his deputy or any factory inspector. * * * [R S 1913 s 3589]

Enforcement: duties and powers of deputy labor commissioner, factory inspectors, etc.—For the purpose of carrying out the provisions of this article [s 3588–3612], the commissioner of labor, and deputy commissioner of labor and all factory inspectors are hereby authorized and required to inspect all factories, mills, workshops, mercantile or mechanical establishments or other places of employment where one or more persons are employed as the means of determining where the provisions of this article are being violated. The deputy commissioner of labor may appoint such persons as are necessary to serve as factory inspectors for the purpose of making inspections under the provisions of this article * * *. It shall also be the duty of the deputy labor commissioner, or his deputies, and every factory inspector of this State upon ascertaining the facts that the proprietors or managers of any factory, workshop, mill, mercantile or mechanical institution or other concern where one or more persons are employed have failed to comply with the provisions of this article, to make complaint of the same in writing before a justice of the peace or police magistrate having jurisdiction, who shall thereupon issue his warrant, direct to the owner, manager or agent, in such factory or workshop, who shall be thereupon proceeded against for the violation of this article as hereinafter mentioned, and it is made the duty of the prosecuting attorney to prosecute all violations of this article. [R S 1913 s 3600]

Penalty.—Any owner, lessee, or any person or corporation having charge of any of the aforesaid buildings or places, or any such person or persons or company, or managers, superintendents or directors of any such company or corporation, who shall have the charge or management of such factory or workshop, or places aforesaid, who shall fail to comply with the provisions of this article [s 3588–3612], shall be deemed guilty of a misdemeanor, and upon conviction thereof, before any court of competent jurisdiction, shall be punished by a fine of not less than ten dollars, and not exceeding one hundred dollars. [R S 1913 s 3601]

IMMORAL OCCUPATIONS

MINIMUM AGE

Distribution of obscene literature, etc., by minors prohibited; penalty for employer parent, etc.—Whoever sells, lends, gives away or shows, or has in his possession with or without intent to sell, give away or show to any minor child any book, pamphlet, magazine, newspaper, story paper or other paper devoted to the publication, or principally made up of criminal news, police reports or accounts of criminal deeds or pictures and stories of immoral deeds, lust, crime * * * or uses or employs any minor child to give away, sell or distribute, or who, having the care, custody or control of any minor child, permits such child to sell, give away or distribute any such books, papers or pictures above described, shall be deemed guilty of a misdemeanor, and on conviction thereof shall be punished by a fine of not more than five hundred dollars nor less than fifty dollars, or be imprisoned not more than six months in the county jail, or both. [R S 1913 s 8790]

Employment agencies forbidden to send girls to immoral places, etc.—No [licensed employment] agency shall knowingly send or cause to be sent any female help or servant to any place of bad repute, house of ill fame, or assignation house, or to any house or place of amusement kept for immoral purposes. * * * [1915 C 209 s 10]

Enforcement: duties of deputy commissioner of labor; penalty.—It shall be the duty of the deputy commissioner of labor to enforce this act. When informed of any violation thereof it shall be his duty to investigate same, as hereinbefore provided, and he may institute criminal proceedings for enforcement of its penalties before any court of competent jurisdiction. Any person convicted of a violation of the provisions of this act not otherwise provided for, shall be guilty of a misdemeanor and shall be fined not less than fifty (\$50.00) dollars nor more than one hundred dollars (\$100.00) for each offense or be imprisoned in the county jail for a period not to exceed three months or both such fine and imprisonment at the discretion of the court: *Provided*, That any person or persons who shall send any female help or servant to any place of bad repute, house of ill fame or assignation house or to any house or place of amusement kept for immoral purposes, shall be punished by imprisonment for not less than thirty days nor more than three months and no license to operate an employment agency shall be issued to such party. [1915 C 209 s 11]

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EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Legislature may pass laws to secure attendance upon public schools.—The legislature * * * may pass such laws as will tend to secure a general attendance of the children in each school district upon said public schools. [Constitution article 11 section 2]

MINES

HOURS OF LABOR

Eight hours a day about the surface of underground mines; exceptions.—The number of hours of work or labor of mechanics, engineers, blacksmiths, carpenters, top men, and all workingmen employed or working on or about the surface or surface workings of any underground mine workings, shall not exceed eight (8) hours in any period of twenty-four (24) hours, except in cases of emergency where life or property is in imminent danger. [Revised Laws 1912 section 1941]

Penalty.—Any person who violates any of the provisions of this act [s 1941–1942], or any person, corporation, employer or agent who hires, contracts with, or in any manner causes or induces any person to work or labor on or about the surface or surface workings of any underground mine workings for more than eight hours in any period of twenty-four hours, except in cases of emergency where life or property is in imminent danger, shall be guilty of a misdemeanor and upon conviction thereof shall be punished by a fine of not less than one hundred dollars nor more than five hundred dollars, or by imprisonment in the county jail for not longer than six months, or by both such fine and imprisonment. [R L 1912 s 1942]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 6 to 18.—* * * It shall be the duty of the school census marshals [of each district] to take annually in the month of April a census of the resident children of the districts for which they shall be appointed, and to report to the deputy superintendent of public instruction. * * * [R L 1912 s 3363 as amended by 1913 Chapter 113]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 18 in immoral exhibitions, etc., and sending messengers to immoral places, etc., prohibited; misdemeanor.—Every person who shall employ, or cause to be employed, exhibit or have in his custody for exhibition or employment any minor actually or apparently under the age of eighteen years; and every parent, relative, guardian, employer or other person having the care, custody, or control of any such minor, who shall in any way procure or consent to the employment of such minor—

1. In begging, receiving alms, or in any mendicant occupation; or,
2. In any indecent or immoral exhibition or practice; or,
3. In any practice or exhibition dangerous or injurious to life, limb, health or morals; or,
4. As a messenger for delivering letters, telegrams, packages or bundles, to any house of prostitution or assignation;

Shall be guilty of a misdemeanor.¹ [R L 1912 s 6823]

FACTORIES, MINES, SHOPS, ETC.

MINIMUM AGE AND EMPLOYMENT CERTIFICATES

Permits required for boys under 14 and girls under 16; farm and domestic labor excepted; judge of district court to issue permit; misdemeanor for employer, parent, etc.—Every person who shall employ, and every parent, guardian, or other person having the care, custody or control of such child, who shall permit to be employed, by another, any male child under the age of fourteen years or any female child under the age of sixteen years at any labor whatever, in or in connection with any store, shop, factory, mine or any inside employment not connected with farm or house work, without the written permit thereto of a judge of the district court of the county wherein such child may live, shall be guilty of a misdemeanor.¹ [R L 1912 s 6824]

NOTE.—[For prohibition of employment in mines under 16 see section 2, chapter 232, Acts of 1913]

ALL OCCUPATIONS

PENALTIES

Misdemeanor.—Every person convicted of a misdemeanor for which no punishment is prescribed by any statute in force at the time of conviction and sentence, shall be punished by imprisonment in the county jail for not more than six months, or by a fine of not more than five hundred dollars, or by both. [R L 1912 s 6285]

MINIMUM AGE

Employment under 14 prohibited during school hours.—It shall be unlawful for any person, firm or corporation to employ any child under fourteen (14) years of age, in any business or service whatever during the hours in which the public schools of the district, in which the child resides, are in session. [1913 C 232 s 1]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; dangerous processes, mines, smelters, places where malt or alcoholic liquors are manufactured, etc.—No child under the age of sixteen (16) years shall be employed, permitted or suffered to work in any capacity in, about, or in connection with the preparing of any composition in which dangerous or poisonous acids are used, manufacture of paints, colors or white lead; dipping, drying or packing matches; manufacture of goods for immoral purposes; nor in, about, or in connection with any mine, coal breaker, quarry, smelter, ore reduction works, laundry, tobacco warehouses, cigar factory, or other factory where tobacco is manufactured or prepared, distillery, brewery, or any other establishment where malt or

¹ For penalty for misdemeanor, see page 7 (Revised Laws 1912 section 6285).

alcoholic liquors are manufactured, packed, wrapped or bottled; nor in any other employment declared by the State board of health to be dangerous to lives or limbs, or injurious to the health or morals of children under the age of sixteen (16). [1913 C 232 s 2]

Employment under 16 may be prohibited by State board of health in other occupations.—The State board of health may from time to time determine whether or not any particular trade, process of manufacture, or occupation, or any particular method of carrying on such trade, process of manufacture or occupation is sufficiently dangerous to the lives or limbs, or injurious to the health or morals of minors under sixteen (16) years of age employed therein to justify their exclusion therefrom, and may prohibit their employment therein. [1913 C 232 s 3]

ALL OCCUPATIONS

AGE EVIDENCE

Evidence of age may be required for children apparently under 14 employed during school hours.—The State superintendent, or other authorized inspector or school attendance officer, shall make demand on an employer in or about whose place or establishment a child apparently under the age of fourteen (14) years is employed, or permitted or suffered to work, during the hours in which public schools of the district are in session; that such employer shall either furnish him within ten (10) days satisfactory evidence that such child is in fact over fourteen (14) years of age, or shall cease to employ, or permit or suffer such child to work. [1913 C 232 s 4]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; oiling machinery in motion, dangerous processes, smelters, etc.—No child under the age of sixteen (16) years shall be employed, permitted or suffered to work in, about or in connection with glass furnaces, smelters, or ore reduction works, in the outside erection and repair of electric wires, in the running or management of elevators, lifts, or hoisting machines, in oiling hazardous or dangerous machinery in motion, at switch tending, gate tending, track repairing [or] as brakeman, fireman, engineer, motorman, conductor upon any railroads [sic] in or about establishments where nitroglycerin, dynamite, dautin [dualin] gun cotton, gunpowder or other high or dangerous explosives are manufactured, compounded or stored; nor in any other employment declared by the State board of health to be dangerous to the lives or limbs, or injurious to the health or morals of children under the age of sixteen (16) years. [1913 C 232 s 5]

Employment under 16 may be prohibited by State board of health in other occupations.—The State board of health may from time to time determine whether or not any particular trade, process of manufacture, or occupation, or any particular method of carrying on such trade, process of manufacture or occupation is sufficiently injurious to the lives or limbs, or injurious to the health or morals of the minor[s] under the age of sixteen (16) years, employed therein to justify their exclusion therefrom, and may prohibit their employment therein. [1913 C 232 s 6]

MESSENGERS IN CITIES AND TOWNS

HOURS OF LABOR

Night work prohibited under 18.—In incorporated cities and towns no person under the age of eighteen (18) years shall be employed or permitted to work as a messenger for a telegraph or messenger company in the distribution, transmission or delivery of goods or messages before 5 o'clock in the morning, or after 10 o'clock in the evening of any day. [1913 C 232 s 7]

Penalty; application of act.—Any such common carrier, or any officer or agent thereof, requiring or permitting any employee to go, be, or remain on duty in violation of the several sections herein, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than two hundred and fifty dollars (\$250), and not more than five hundred dollars (\$500) for each and every violation of this act, in a suit or suits to be brought by the district attorney in the district courts of the State of Nevada having jurisdiction in the locality where such violation shall have been committed; and it shall be the duty of such district attorneys to bring such suits upon satisfactory information being filed with him; but no such suit shall be brought after the expiration of one year from the date of such violation; and it shall also be the duty of the State railroad commission to lodge with the proper district attorneys information of any such violations as may come to its knowledge. In all prosecutions under this act the common carrier shall be deemed to have had knowledge of all acts of all its officers and agents: *Provided*, That the provisions of this act shall not apply in any case of casualty or unavoidable accident or the act of God; nor where the delay was the result of a cause not known to the carrier or its officers or agent in charge of such employee at the time said employee left terminal and which could not have been foreseen: *Provided further*, That the provisions of this act shall not apply to the crews of wrecking or relief trains: *Provided further*, That the provisions of this act shall not apply to railroads not maintaining a regular night train schedule. [1913 C 253 s 3]

Enforcement; duties of State railroad commission.—It shall be the duty of the State railroad commission to execute and enforce the provisions of this act, and all powers granted by law to the State railroad commission are hereby extended to it in the execution of this act. [1913 C 253 s 4]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties of labor commissioner.—Said [labor] commissioner shall inform himself of all laws of the State for the protection of life and limb in any of the industries in this State, all laws regulating the hours of labor, the employment of minors, and all other laws enacted for the safety of the public and for the protection of employees; and it shall be the duty of said labor commissioner to enforce all such laws in the State, and whenever after due inquiry he shall be satisfied that any such law has been violated he shall present the facts to the district attorney of any county in which such violation occurred, and it shall be the duty of such district attorney to prosecute the same. [1915 C 203 s 4]

Powers of labor commissioner; penalty for failure to testify.—Said labor commissioner shall have the power to examine witnesses, administer oaths, and take testimony in all matters relating to the duties and requirements of this act, and such testimony shall be taken in some suitable place in the vicinity to which the testimony is applicable. Said labor commissioner may compel the attendance of witnesses and may issue subpoenas. * * * Any person duly subpoenaed under the provisions of this section, who shall willfully refuse or neglect to testify at the time and place named in the subpoena, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than one hundred dollars nor more than five hundred dollars, or by imprisonment in the county jail not less than ten days nor more than thirty days, or by both such fine and imprisonment. [1915 C 203 s 8]

Powers of labor commissioner; penalty for hindering commissioner.—Said labor commissioner shall have the power to enter any store, foundry, mill, office, workshop, mine or public or private works at any reasonable time to examine safeguards and methods of protection from danger to employees; the sanitary conditions of the buildings and surroundings and make a record thereof; and any owner, corporation, occupant, or officer who shall refuse such entry to said labor commissioner, his officers or agents, shall be guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than one hundred dollars nor more than five hundred dollars, or by imprisonment in the county jail not less than ten days nor more than thirty days, or by both such fine and imprisonment. [1915 C 203 s 9]

Prosecution; duties of district attorneys.—It shall be the duty of the district attorneys of the several counties, upon the complaint of the labor commissioner, to prosecute all violations of law which may be reported to said district attorney by the labor commissioner. [1915 C 203 s 13]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every person, firm, or corporation employing females in any manufacturing, mechanical, or mercantile establishment in this State, shall provide suitable seats for the use of the females so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed. [P S 1901 C 180 following s 16 p 606 (1895 C 16 s 1)]

Penalty.—Any person, firm, or corporation violating any of the provisions of this act [the preceding section] shall be punished by a fine of not less than ten dollars nor more than thirty dollars for each offense. [P S 1901 C 180 following s 16 p 606 (1895 C 16 s 2)]

AGE CERTIFICATES

Certificate to be evidence of age.—A certificate of the age of a minor, made by him and by his parents or guardian and presented to the employer at the time the minor is employed, shall be conclusive evidence of his age upon a prosecution for the violation of the provisions of section fourteen.¹ [P S 1901 C 180 s 17]

Penalty for false certificate.—If any person shall make and utter a false certificate in regard to the age of a minor, with intent to evade the provisions of this chapter [s 1-24], he shall be fined twenty-five dollars, or be imprisoned thirty days, or both, for each offense. [P S 1901 C 180 s 18]

PUBLIC EXHIBITIONS AND IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 14 in rope walking, dancing, acrobatic performances, etc., prohibited; exceptions; penalty for parent, employer, etc.—If any person shall employ or exhibit a child under the age of fourteen years in dancing, playing on musical instruments, singing, walking on a wire or rope, or riding or performing as a gymnast, contortionist, or acrobat in any circus or theatrical exhibition, or in any public place whatsoever, or shall cause, procure, or encourage any such child to engage therein, or if any person having the custody or control of any such child shall permit him to be so employed, such person shall be fined not exceeding one hundred dollars; but nothing in this section shall be construed to prevent the education of children in vocal and instrumental music, or their employment as musicians in any church, chapel, or school, or school exhibition, or to prevent their taking part in any concert or musical exhibition. [P S 1901 C 265 s 3]

Distribution of obscene literature by minors prohibited; employer.—No person shall in any manner hire, employ, or use any minor to sell, or give away, or in any manner to distribute any such literature, picture, or advertisement [devoted to the publication or illustration of stories or accounts of bloodshed, lust, or crime, or principally made up of police reports and criminal news]. [P S 1901 C 265 s 7]

Distribution of obscene literature by minors prohibited; parent, etc.—No person having the care or control of a minor child shall permit such child to sell or give away any such reading matter or any such advertisement. [P S 1901 C 265 s 8]

Penalty.—If any person shall violate any of the provisions of * * * sections [7 and 8], he shall be fined not more than one hundred dollars, or be imprisoned not more than six months, or both. [P S 1901 C 265 s 9]

INTOXICATING LIQUORS

MINIMUM AGE

Enforcement: duties and powers of excise commissioners, etc.—Said board [of excise commissioners], with the approval of the governor and council, shall appoint one or more special agents and fix their compensation * * *. Said special agents shall hold office for one year following their appointment, and may be removed for cause by said board, with the approval of the governor and council, after due notice and hearing thereon. It shall be the duty of said special agents, under the direction of

¹ Section 14, which has been omitted as it is apparently superseded by section 1, chapter 156, Acts of 1913, applies to manufacturing and mechanical establishments only.

FOR DELETION.

THE FUTURE OF WORK

SECRET

THE UNITED STATES OF AMERICA
DO hereby certify that the within and foregoing is a true and correct copy of the original as the same appears from the records of the Department of the Interior.
WITNESSETH my hand and the seal of the Department of the Interior at Washington, D. C., this 10th day of June, 1906.

WORKSHOPS

REMARKS

FACTORYS AND WORKSHOPS IN THE STATE OF CALIFORNIA. ALL VEHICLES MUST BE KEPT ON THE ROAD AND NOT IN THE SHEDS OR GARAGES. (C. S. 1929 v. 3)

REFERENCES

[illegible]

shall be prepared and maintained in accordance with the provisions of this law and keep it posted in the workplace of the employees or operatives in accordance with the provisions of this law. (S 1910 v 3 Labor)

[illegible][illegible]

Appointment of additional inspectors.—In addition to the inspectors provided by the act [c. 16, § 9] to which this is a supplement, and the amendments and supplements thereto, the governor shall, ^{not later than the first day of January, 1912,} after the passage of this act, appoint two

enforce the attendance at school of any child who fails to secure employment and also to secure and retain the age and schooling certificate for such child until such times as it shall secure lawful employment. [1914 C 223 s 16]

Enforcement: appointment of attendance officers.—For the purpose of enforcing the provisions of this article the board of education of each school district shall appoint a suitable number of qualified persons to be designated as attendance officers, and shall fix their compensation. Said board shall make rules and regulations not inconsistent with the provisions of this article, for the government of said attendance officers, which rules and regulations must be approved by the commissioner of education. [1914 C 223 s 17]

Enforcement: duties and powers of attendance officers.—Every attendance officer who shall find any child between seven and fourteen years of age (or any child between fourteen and sixteen years of age, who is not lawfully employed in some useful occupation or service) away from home during school hours, who shall then be a truant from school, shall take such child and deliver him to the parent, guardian or other person having charge and control of such child, or to the teacher of the school which such child is lawfully required to attend. The attendance officer shall examine into all violations of the provisions of this article, and shall warn any child violating any of the provisions of this article and also the parent, guardian or other person having charge and control of said child of the consequences of said violation if persisted in, and shall notify, in writing, such parent, guardian or other person to cause said child to attend school within five days from the date on which notice was served and regularly to attend thereafter, or [sic] every attendance officer shall have full police power to enforce the provisions of this act and shall have the power to arrest without warrant any vagrant child or habitual truant or any child who is habitually incorrigible or who is vicious or immoral in conduct or illegally absent from school. The sheriff and his officers and all police officers and constables shall assist all such attendance officers in the performance of their duties * * *. [1914 C 223 s 18]

EMPLOYMENT CERTIFICATES

Fees forbidden.—No fees or expenses incurred in obtaining an age and schooling certificate or an age and working certificate shall be charged to or paid by any parent, guardian or other person having custody or control of any child for any services or proceedings had under this act. [1914 C 223 s 19]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Definitions.—Abuse of a child shall consist in any of the following acts: * * * (b) employing or permitting a child to be employed in any vocation or employment injurious to its health or dangerous to its life or limb, or contrary to the laws of this State; (c) employing or permitting a child to be employed in any occupation, employment or vocation dangerous to the morals of such child or children;

* * * * *

C. Neglect of a child shall consist in any of the following acts, by any one having the custody or control of the child: in wilfully failing to provide * * * (d) regular school education as required by law * * *. [1915 C 246 s 1]

Endangering life, health, or morals of child, allowing child to be employed contrary to laws of State, or failing to provide education: penalty.—Any parent, guardian or person having the care, custody or control of any child or children, who shall abuse, * * * be * * * neglectful of said child or children, or any person who shall abuse, be * * * neglectful of any child or children, shall be deemed to be guilty of “* * * neglect of children” and, upon conviction thereof, be fined not to exceed one hundred dollars, or to imprisonment [sic] for a term not exceeding one year, in the workhouse or penitentiary, or both, at the discretion of the magistrate before whom such conviction may be had * * *. [1915 C 246 s 2]

Prosecution.—Complaints for violation of the provisions of this act may be made to any justice of the peace or to any police magistrate of any municipality, or to a judge of the court of quarter sessions in any county, and such magistrates and judges are hereby invested with jurisdiction to hear and determine such complaints in a summary manner, and to impose the penalties provided in the last preceding section of this act * * *. [1915 C 246 s 3]

Enforcement: powers of societies for the prevention of cruelty to children, etc.—It shall be lawful for any society, association or board incorporated or organized under the laws of this State, having as one of its objects the prevention of cruelty to children, its officers or agents, to prefer a complaint against and cause to be arrested and prosecuted any person who shall offend against the provisions of this act and to aid in prosecuting the complaint before the court. [1915 C 246 s 4]

Enforcement: appointment and powers of agents, etc.—Any duly organized or incorporated humane society, having for one of its objects the protection of children from cruelty, may offer any agents or officers employed by them to the mayor of any city for the purpose of being commissioned to act as police officers through the limits of said city, for the purpose of arresting all the offenders against this act or any of the provisions thereof, whereupon the mayor in such city shall, if such persons are proper and discreet persons, commission them to act as such police officers, with all the rights and powers appertaining thereto; * * * and in district or township not incorporated such humane society may offer similarly qualified persons to the court of common pleas of the county, whereupon such court, or any judge thereof, shall, if they be fit persons, commission such persons to act as constables, with power to arrest all offenders against this act or any provisions thereof; * * * all persons thus qualified under this section shall be deemed to be constables and police officers, and the keepers of jails or lockups or station-houses in any of said counties are required to receive all persons arrested by such policemen or constables. [1915 C 246 s 7]

Enforcement: duties and powers of police officers, constables, etc.—Whenever any person shall, before a magistrate or justice of the peace, make oath or affirmation that the affiant believes that this act has been or is being violated in any place or house, such justice or magistrate shall forthwith issue a warrant to a constable or other authorized officer to enter such place or house and investigate the same, and such person may arrest or cause to be arrested all offenders and bring them before any justice, magistrate or court of record for a hearing of the case; and it shall be the duty of all constables and policemen to aid in bringing all such offenders before said authorities for a hearing. [1915 C 246 s 10]

NEW MEXICO

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EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Children required to attend school; exemptions.—Every child of school age and of sufficient physical and mental ability shall be required to attend a public or other school during such period and for such time as may be prescribed by law. [Constitution article 12 section 5]

ALL OCCUPATIONS

CONSTITUTIONALITY

Legislature to enact child labor laws.—The legislature shall enact suitable laws for the regulation of the employment of children. [Con art 20 s 10]

MINES

MINIMUM AGE

Employment under 14 prohibited.—* * * No children under the age of fourteen years shall be employed in mines. [Con art 17 s 2]

Employment underground under 12 prohibited; penalty.—No child under twelve years of age shall be employed in the underground workings of any [coal] mine. And no father or other person shall misrepresent the age of anybody so employed. Any person guilty of violating the provisions of this section shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not to exceed one hundred dollars. [26 United States Statutes at Large Chapter 564 page 1104 section 12]

NOTE.—[Employment under 14 is prohibited by the constitution, article 17, section 2. The State constitution, article 22, section 3, provides that the Federal mining act of March 3, 1891 (26 U S St at L C 564 p 1104) and all acts amendatory thereof, shall remain in force until otherwise provided by law. This act provides for the appointment of a mine inspector in Territories "wherein are located coal mines, the aggregate annual output of which shall be in excess of one thousand tons per annum." Said inspector is empowered by section 14 "to enter and inspect any coal mine in his district, * * * especially to make inquiry whether the provisions of this act are complied with." The State legislature at its first session in 1912, chapter 80, (Statutes 1915 s 5362-5367) made provision for the inspection of mines and the protection of the employees therein, which in part supersedes the act of March 3, 1891, quoted above, but does not cover the employment of children.]

INTOXICATING LIQUORS

MINIMUM AGE

Employment in saloons prohibited.—It shall be unlawful for the owner of any saloon¹ within the State of New Mexico to permit any woman, either for hire or otherwise, to

¹ Proprietor of saloon is prohibited by section 3, chapter 3, Acts of 1901, from permitting any minor under 21 to loiter upon or frequent such premises.

NEW YORK

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[Note.—The duties, authority, and powers relating to the enforcement of labor laws heretofore exercised by the commissioner of labor, the deputy commissioner of labor, and the industrial board have been transferred by chapter 674 of the acts of 1915 to the industrial commission. In every case the new enforcing authority has been indicated in the text by an insertion in brackets, the former enforcing powers being omitted.]

ALL OCCUPATIONS

WAGES

Minor entitled to wages unless claimed by parent.—Where a minor is in the employment of a person other than his parent or guardian, payment to such minor of his wages is valid, unless such parent or guardian notify the employer in writing, within thirty days after the commencement of such service, that such wages are claimed by such parent or guardian, but whenever such notice is given at any time payments to the minor shall not be valid for services rendered thereafter. [Consolidated Laws 1909 volume 1 Domestic Relations Chapter 14 article 5 section 72]

IMMORAL OCCUPATIONS

MINIMUM AGE

Employment agencies forbidden to send any person to immoral places, etc., or to accept applications of children; penalty.—No licensed person conducting an employment agency shall send or cause to be sent any female as a servant, employee, inmate, entertainer or performer, or any male as an employee or entertainer to any place of bad repute, house of ill fame, or assignation house, or to any house or place of amusement kept for immoral purposes, or place resorted to for the purposes of prostitution, or gambling house, the character of which such licensed person could have ascertained upon reasonable inquiry. No licensed person shall send out any female applicant for employment, without making a reasonable effort to investigate the character of the employer. Nor shall any such licensed person send any female as an entertainer or performer to any place where such female will be required or permitted to sell, offer for sale or solicit the sale of intoxicating liquors to those present or assembled as an audience or otherwise in such place or in any rooms or building adjacent thereto. No licensed person shall knowingly permit any persons of bad character, prostitutes, gamblers, intoxicated persons or procurers to frequent such agency. No licensed person shall accept any application for employment made by or on behalf of any child or shall place or assist in placing any such child in any employment whatever in violation of article * * * [23] of the education law relating to compulsory education, and in violation of the labor law. No licensed person, his agents, servants or employees shall induce or compel any person to enter such agency for any purpose, by the use of force or by taking forcible possession of said person's property. No person shall procure or offer to procure help or employment in rooms or on premises where intoxicating liquors are sold to be consumed on the premises whether or not dues or a fee or privilege are exacted, charged or received directly or indirectly, except in office buildings in which are located cafes and restaurants. For the violation of any of the foregoing provisions of this section the penalties shall be a fine of not less than twenty-five dollars, and not more than two hundred and fifty dollars, or imprisonment for a period of not more than one year, or both, at the discretion of the court. [C L 1909 v 2 General Business C 20 art 11 s 190 as added by 1910 C 700]

Enforcement; duties and powers of mayor and commissioner of licenses; revocation of license.—1. In cities of the second and third class and in cities of the first class having a population of less than three hundred thousand, this article, so far as it relates to such cities, shall be enforced by the mayor or an officer appointed by him.

2. In cities of the first class having a population of three hundred thousand or more the enforcement of this article so far as it relates to such cities shall be intrusted to a commissioner to be known as a commissioner of licenses, who shall be appointed by the mayor * * *. Said commissioner of licenses and deputy commissioner shall have no other occupation or business. The commissioner of licenses shall appoint inspectors, who shall make at least bimonthly visits to every such agency. Said inspectors shall have suitable badges which they shall exhibit on demand of any person with whom they may have official business. Such inspectors shall see that all the provisions of this article, so far as it relates to such cities, are complied with, and shall have no other occupation or business.

3. Complaints against any such licensed person shall be made orally or in writing to the mayor or commissioner of licenses, or be sent in an affidavit form without appearing in person, and reasonable notice thereof, not less than one day, shall be given in writing to said licensed person by serving upon the licensed person either personally or by leaving the same with the person in charge of his office, a concise statement of the facts constituting the complaint, and a hearing pursuant to the powers granted to the mayor or commissioner of licenses * * * shall be had before the mayor or commissioner of licenses within one week from the date of the filing of the complaint and no adjournment shall be taken for a period longer than one week. A daily calendar of all hearings shall be kept by the mayor or commissioner of licenses and shall be posted in a conspicuous place in his public office for at least one day before the date of such hearings. The mayor or commissioner of licenses shall render his decision within eight days from the time the matter is finally submitted to him. Said mayor or commissioner of licenses shall keep a record of all such complaints and hearings. The said mayor or commissioner of licenses may refuse to issue and shall revoke any license for any good cause shown, within the meaning and purpose of this article and when it is shown to the satisfaction of the mayor or commissioner of licenses that any licensed person is guilty of any immoral, fraudulent or illegal conduct in connection with the conduct of said business, it shall be the duty of the mayor or

the commissioner of licenses to revoke the license of such person; but notice of the charges shall be presented and reasonable opportunity shall be given said licensed person to defend himself. Whenever said mayor or commissioner of licenses shall refuse to issue or shall revoke the license of an employment agency, said determination may be reviewed by certiorari. Whenever for any cause such license is revoked, said mayor or commissioner of licenses shall not within three years from the date of such revocation issue another license to said licensed person or his representative or to any person with whom he is to be associated in the business of furnishing employment, help or engagements. In the absence of the commissioner of licenses, the deputy commissioner of licenses may conduct hearings and act upon applications for licenses, and revoke such licenses. [C L 1909 v 2 General Business C 20 art 11 s 191 as added by 1910 C 700 and amended by 1912 C 261]

REGULATED OCCUPATIONS

DEFINITIONS

Terms used in labor laws.—Employee. The term "employee," when used in this chapter, means a mechanic, workingman or laborer who works for another for hire.

Employer. The term "employer," when used in this chapter, means the person employing any such mechanic, workingman or laborer, whether the owner, proprietor, agent, superintendent, foreman or other subordinate.

Factory; work for a factory. The term factory, when used in this chapter, shall be construed to include any mill, workshop, or other manufacturing or business establishment and all buildings, sheds, structures or other places used for or in connection therewith, where one or more persons are employed at labor, except dry dock plants engaged in making repairs to ships, and except power houses, generating plants, barns, storage houses, sheds and other structures owned or operated by a public service corporation, other than construction or repair shops, subject to the jurisdiction of the public service commission under the public service commission law. Work shall be deemed to be done for a factory within the meaning of this chapter whenever it is done at any place, upon the work of a factory or upon any of the materials entering into the product of the factory, whether under contract or arrangement with any person in charge of or connected with such factory directly or indirectly through the instrumentality of one or more contractors or other third persons.

Factory building. The term "factory building," when used in this chapter, means any building, shed or structure which, or any part of which, is occupied by or used for a factory.

Mercantile establishment. The term "mercantile establishment," when used in this chapter, means any place where goods, wares or merchandise are offered for sale.

Tenement house. The term "tenement house," when used in this chapter, means any house or building, or portion thereof, which is either rented, leased, let or hired out, to be occupied, or is occupied in whole or in part as the home or residence of three families or more living independently of each other, and doing their cooking upon the premises, and includes apartment houses, flat houses and all other houses so occupied, and for the purposes of this chapter shall be construed to include any building on the same lot with any such tenement house and which is used for any of the purposes specified in section one hundred of this chapter.

Whenever, in this chapter, authority is conferred upon the [industrial commission], it shall also be deemed to include [its] deputies or a deputy acting under [its] direction. [C L 1909 v 3 Labor C 31 art 1 s 2 as amended by 1913 C 529, by 1914 C 512, and by 1915 C 650]

Court decision.—A factory is a structure or plant where something is made or manufactured from raw or partly wrought materials into forms suitable for use.—*Shannahan v. Empire Engineering Corporation*, 204 N. Y. 543 (1913).

BRICKYARDS, STREET RAILWAYS, AND RAILROADS¹

HOURS OF LABOR

Ten hours a legal day's work in brickyards; compensation for overtime.—Ten hours, exclusive of the necessary time for meals, shall constitute a legal day's work in the making of brick in brickyards owned or operated by corporations. No corporation

¹ See court decisions on page 7.

owning or operating such brickyard shall require employees to work more than ten hours in any one day, or to commence work before seven o'clock in the morning. But overwork and work prior to seven o'clock in the morning for extra compensation may be performed by agreement between employer and employee. [O L 1909 v 3 Labor C 31 art 2 s 5]

Ten hours a day including 30 minutes for meal time on street railways; exceptions; compensation for overtime.—Ten consecutive hours' labor, including one-half hour for dinner, shall constitute a day's labor in the operation of all street surface and elevated railroads, of whatever motive power, owned or operated by corporations in this State, whose main line of travel, or whose routes lie principally within the corporate limits of cities of the first and second class. No employee of any such corporation shall be permitted or allowed to work more than ten consecutive hours, including one-half hour for dinner, in any one day of twenty-four hours. In cases of accident or unavoidable delay, extra labor may be performed for extra compensation. [C L 1909 v 3 Labor C 31 art 2 s 6]

Ten hours a legal day's work on railroads; exceptions; period of rest after 16 hours' work for certain employees; exceptions; enforcement: powers of industrial commission.—Ten hours' labor, performed within twelve consecutive hours, shall constitute a legal day's labor in the operation of steam surface, electric, subway and elevated railroads operated within the State, except where the mileage system of running trains is in operation. No person or corporation operating any such railroad of thirty miles in length, or over, in whole or in part within this State, shall permit or require any conductor, engineer, fireman, trainman, motorman or assistant motorman, engaged in or connected with the movement of any train on any such railroad, to be or remain on duty for a longer period than sixteen consecutive hours, and whenever any such conductor, engineer, fireman, trainman, motorman or assistant motorman shall have been continuously on duty for sixteen hours he shall be relieved and not required or permitted again to go on duty until he has had at least ten consecutive hours off duty, and no such conductor, engineer, fireman, trainman, motorman or assistant motorman who has been on duty sixteen hours in the aggregate in any twenty-four hour period shall be required or permitted to continue or again go on duty without having had at least eight consecutive hours off duty, except when by casualty occurring after he has started on his trip, and except when by accident or unexpected delay of trains scheduled to make connection with the train on which he is serving, he is prevented from reaching his terminal. The [industrial commission] shall appoint a sufficient number of inspectors to enforce the provisions of this section. [C L 1909 v 3 Labor C 31 art 2 s 7 as amended by 1913 C 462]

Eight hours a day for telegraph and telephone operators; two days' rest a month; exceptions; compensation for overtime; penalty.—The provisions of section seven of this chapter shall not be applicable to employees mentioned herein. It shall be unlawful for any corporation or receiver, operating a line of railroad, either surface, subway or elevated, in whole or in part in the State of New York, or any officer, agent or representative of such corporation or receiver to require or permit any telegraph or telephone operator who spaces trains by the use of the telegraph or telephone under what is known and termed the "block system" (defined as follows): Reporting trains to another office or offices or to a train dispatcher operating one or more trains under signals, and telegraph or telephone levermen who manipulate interlocking machines in railroad yards or on main tracks out on the lines or train dispatchers in its service whose duties substantially, as hereinbefore set forth, pertain to the movement of cars, engines or trains on its railroad by the use of the telegraph or telephone in dispatching or reporting trains or receiving or transmitting train orders as interpreted in this section, to be on duty for more than eight hours in a day of twenty-four hours, and it is hereby declared that eight hours shall constitute a day of employment for all laborers or employees engaged in the kind of labor aforesaid; except in cases of extraordinary emergency caused by accident, fire, flood or danger to life or property, and for each hour of labor so performed in any one day in excess of such eight hours, by any such employee, he shall be paid in addition at least one-eighth of his daily compensation. Any person who is employed as signalman, towerman, gateman, telegraph or telephone operator in a railroad signal tower or public railroad station to receive or transmit a telegraphic or telephonic message or train order for the movement of trains and who works eight hours or more in any twenty-four each and every day continuously, and all gatemen so employed must have at least two days of twenty-four hours each in every calendar month for rest with the regular compensation; subject to the foregoing provisions relating to extra service in cases of emergency. Any person or persons, company or corporation, who shall violate any of the provisions of this section,

shall, on conviction, be fined in the sum of not less than one hundred dollars, and such fine shall be recovered by an action in the name of the State of New York, for the use of the State, which shall sue for it against such person, corporation or association violating this section, said suit to be instituted in any court in this State having appropriate jurisdiction. * * * The provisions of this section shall not apply to any part of a railroad where not more than eight regular passenger trains in twenty-four hours pass each way: *Provided moreover*, That where twenty freight trains pass each way generally in each twenty-four hours then the provisions of this section shall apply, notwithstanding that there may pass a less number of passenger trains than hereinbefore set forth, namely eight. [C L 1909 v 3 Labor C 31 art 2 s 8 as amended by 1913 C 466]

Court decision.—The provisions of the section of which this is an amendment, in so far as they attempted to regulate interstate commerce, were held unconstitutional because Congress had completely covered the field by the Federal hours-of-service act applying to interstate railroads.—*Erie R. R. Co. v. People of the State of New York*, 198 N. Y. 369, 233 U. S. 671 (1914). With reference to the provisions of this section, it was held that, in so far as they cover the same field or relate to the same subject, they are superseded by the Federal hours-of-service act.—*People v. N. Y. Cent. & H. R. R. Co.*, 163 N. Y. App. Div. 79 (1914).

Penalty.—Any person or corporation:

1. Who, contracting with the State or a municipal corporation, shall require more than eight hours work for a day's labor; or,

2. Who shall require more than ten hours labor, including one-half hour for dinner, to be performed within twelve consecutive hours, by the employees of a street surface and elevated railway owned or operated by corporations whose main line of travel or routes lie principally within the corporate limits of cities of more than one hundred thousand inhabitants; or,

3. Who shall require the employees of a corporation owning or operating a brickyard to work contrary to the requirements of section five of the labor law; or,

4. Who shall require or permit any employee engaged in or connected with the movement of any train of a corporation operating a line of railroad of thirty miles in length, or over, in whole or in part within this State, to remain on duty more than sixteen consecutive hours; or to require or permit any such employee who has been on duty sixteen consecutive hours to go on duty without having had at least ten hours off duty; or to require or permit any such employee who has been on duty sixteen hours in the aggregate in any twenty-four hour period, to continue on duty or to go on duty without having had at least eight hours off duty within such twenty-four hour period; except when by casualty occurring after such employee has started on his trip, or by unknown casualty occurring before he started on his trip, and except when by accident or unexpected delay of trains scheduled to make connection with the train on which such employee is serving, he is prevented from reaching his terminal;

Is guilty of a misdemeanor, and on conviction thereof shall be punished by a fine of not less than five hundred nor more than one thousand dollars for each offense. If any contractor with the State or a municipal corporation shall require more than eight hours for a day's labor, upon conviction therefor in addition to such fine, the contract shall be forfeited at the option of the municipal corporation. [C L 1909 v 4 Penal C 40 art 120 s 1271]

FACTORIES, MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR

One day's rest in seven; exceptions; lists to be posted and time book required.—1. Every employer of labor engaged in carrying on any factory or mercantile establishment in this State shall allow every person, except those specified in subdivision two, and as otherwise herein provided, employed in such factory or mercantile establishment at least twenty-four consecutive hours of rest in every calendar week. No employer shall operate any such factory or mercantile establishment on Sunday unless he shall have complied with subdivision three: *Provided however*, That this section shall not authorize any work on Sunday not now or hereafter authorized by law.

2. This section shall not apply to

- (a) Janitors;
- (b) Watchmen;
- (c) Employees whose duties include not more than three hours' work on Sunday in (1) setting sponges in bakeries; (2) caring for live animals; (3) maintaining fires; (4) necessary repairs to boilers or machinery.
- (d) Superintendents or foremen in charge.

(e) Employees engaged in the work of any industrial or manufacturing process necessarily continuous, in which no employee is permitted to work more than eight hours in any calendar day, except during period of shift or tour rotation, which shall not, however, be made oftener than once in each calendar week.

(f) Employees in dairies, creameries, milk condensaries, milk powder factories, milk sugar factories, milk shipping stations, butter and cheese factories, and milk bottling plants. Employees in ice cream manufacturing plants in which not more than seven persons are employed.

3. Before operating on Sunday, every employer shall post in a conspicuous place on the premises a schedule containing a list of his employees who are required or allowed to work on Sunday and designating the day of rest for each, and shall file a copy of such schedule with the [industrial commission]. The employer shall promptly file with the said [commission] a copy of every change in such schedule. No employee shall be required or allowed to work on the day of rest so designated for him.

4. Every employer shall keep a time book showing the names and addresses of all employees and the hours worked by each of them in each day, and such time book shall be open to inspection by the [industrial commission].

5. If there shall be practical difficulties or unnecessary hardship in carrying out the provisions of this act, or rules or regulations adopted by the [industrial commission] thereunder, the [industrial commission] shall have power to make a variation from the requirements of this act, or any rule or regulation adopted by the [commission] thereunder, if the spirit of the act shall be observed and substantial justice done. If the [commission] shall permit such variation it shall be in the form of a resolution and such variation shall apply to all similar conditions when the facts are substantially the same as those under which such variation was granted. A majority vote shall be necessary for the adoption of any such resolution. Such resolution shall contain a description of the conditions under which such variation shall be permitted and shall be published in the manner provided for rules and regulations of the [commission]. A record of all such variations shall be kept in the offices of the [industrial commission] and shall be properly indexed and shall be open to public inspection during business hours. Existing exemptions under this act shall continue in force for the periods specified unless modified or rescinded by the [industrial commission]. [C L 1909 v 3 Labor C 31 art 2 s 8-a as added by 1913 C 740 and amended by 1914 C 388 and 396 and by 1915 C 321, 357, and 648]

Court decisions.—This section was held constitutional. Where a corporation failed to allow an employee 24 hours of rest in every seven consecutive days, it was guilty of a violation of this section.—*People v. Niagara Falls Power Co.*, 149 N. Y. S. 45; *People v. Klinck Packing Co.*, 149 N. Y. S. 504; *People ex rel. Deutermann v. Doyle*, 150 N. Y. S. 341 (1914).

FACTORIES, HOTELS, AND RESTAURANTS

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every person employing females in a factory or as waitresses in a hotel or restaurant shall provide and maintain suitable seats, with proper backs where practicable, for the use of such female employees, and permit the use thereof by such employees to such an extent as may be reasonable for the preservation of their health. Where females are engaged in work which can be properly performed in a sitting posture, suitable seats, with backs where practicable, shall be supplied in every factory for the use of all such female employees and permitted to be used at such work. The [industrial commission] may determine when seats, with or without backs, are necessary and the number thereof. [C L 1909 v 3 Labor C 31 art 2 s 17 as amended by 1913 C 197]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties of industrial commission, etc.—The [industrial commission] shall enforce all the provisions of this article. [It] shall investigate complaints made to [it] of violations of such provisions and if [it] finds that such complaints are well founded [it] shall issue an order directed to the person or corporation complained of, requiring such person or corporation to comply with such provisions. If such order is disregarded the [industrial commission] shall present to the district attorney of the

proper county all the facts ascertained by [said commission] in regard to the alleged violation, and all other papers, documents or evidence pertaining thereto, which [said commission] may have in [its] possession. The district attorney to whom such presentation is made shall proceed at once to prosecute the person or corporation for the violations complained of, pursuant to this chapter and the provisions of the penal law. If complaint is made to the [industrial commission] that any person contracting with the State or a municipal corporation for the performance of any public work fails to comply with or evades the provisions of this article respecting * * * the requirements of hours of labor * * * the [industrial commission] shall if [it] finds such complaints to be well founded, present evidence of such non-compliance to the officer, department or board having charge of such work. Such officer, department or board shall thereupon take the proper proceedings to revoke the contract of the person failing to comply with or evading such provisions. [C L 1909 v 3 Labor C 31 art 2 s 21]

ALL OCCUPATIONS

APPRENTICESHIP

Enforcement: duties of industrial commission.—The [industrial commission] shall enforce the provisions of the domestic relations law, relative to indenture of apprentices, and prosecute employers for failure to comply with the provisions of such indentures and of such law in relation thereto. [C L 1909 v 3 Labor C 31 art 5 s 67 as renumbered art 2 s 22 ¹ by 1913 C 145]

HEALTH OF GIRLS

Physical examination of employees; misdemeanor.—Whenever an employer shall require a physical examination by a physician or surgeon as a condition of employment, the party to be examined, if a female, shall be entitled to have such examination before a physician or surgeon of her own sex. If an employer shall require or attempt to require a female applicant for employment to submit to an examination in violation of the provisions of this section, he shall be guilty of a misdemeanor.² [C L 1909 v 3 Labor C 31 art 2 s 22 ¹ as added by 1913 C 320]

REGULATED OCCUPATIONS

ENFORCEMENT

Powers of industrial commission, factory inspectors, etc.; hindering inspectors, etc., prohibited.—1. The [industrial commission], [its] deputies and their assistants and each agent, chief factory inspector, factory inspector, mine inspector, tunnel inspector, chief investigator, special investigator, chief mercantile inspector, and mercantile inspector may administer oaths and take affidavits in matters relating to the provisions of this chapter.

2. No person shall interfere with, obstruct or hinder by force or otherwise the [industrial commission], any member of the [industrial commission], or any officer, agent or employee of the [industrial commission] while in the performance of their duties, or refuse to properly answer questions asked by such officers or employees pertaining to the provisions of this chapter, or refuse them admittance to any place which is affected by the provisions of this chapter. * * * [C L 1909 v 3 Labor C 31 art 3 s 43 as amended by 1913 C 145]

Powers of industrial commission.—The [industrial commission] shall have power: (1) To make investigations concerning and report upon all matters touching the enforcement and effect of the provisions of this chapter and the rules and regulations made by the [commission] thereunder, and in the course of such investigations, each member of the [commission] and the secretary shall have power to administer oaths and take affidavits. Each member of the [commission] and the secretary shall have power to make personal inspections of all factories, factory buildings, mercantile establishments and other places to which this chapter is applicable.

(2) To subpoena and require the attendance in this State of witnesses and the production of books and papers pertinent to the investigations and inquiries hereby authorized and to examine them in relation to any matter which it has power to investigate, and to issue commissions for the examination of witnesses who are out of the State or unable to attend before the [commission] or excused from attendance.

¹ Owing to the renumbering of section 67 there are now two sections numbered 22.

² For penalty for misdemeanor, see page 27 (Consolidated Laws 1909, volume 4, Penal, Chapter 40, article 174, section 1937).

(3) To make, alter, amend and repeal rules and regulations for carrying into effect the provisions of this chapter, applying such provisions to specific conditions and prescribing specific means, methods or practices to effectuate such provisions. * * * [C L 1909 v 3 Labor C 31 art 3-a s 51 as added by 1913 C 145]

Regulations of industrial commission.—The rules and regulations adopted by the [commission] pursuant to the provisions of this chapter shall have the force and effect of law and shall be enforced in the same manner as the provisions of this chapter. Such rules and regulations may apply in whole or in part to particular kinds of factories or workshops, or to particular machines, apparatus or articles; or to particular processes, industries, trades or occupations; and they may be limited in their application to factories or workshops to be established, or to machines, apparatus or other articles to be installed or provided in the future. * * * [C L 1909 v 3 Labor C 31 art 3-a s 52 as added by 1913 C 145]

Appointment of factory and mercantile inspectors.—1. Factory inspectors. There shall be not less than one hundred and twenty-five factory inspectors, not more than thirty of whom shall be women. Such inspectors shall be appointed by the [industrial commission] and may be removed by [it] at any time. * * *

2. Mercantile inspectors. The [industrial commission] may appoint from time to time not more than twenty mercantile inspectors not less than four of whom shall be women and who may be removed by [it] at any time. * * * [C L 1909 v 3 Labor C 31 art 4 s 54 as amended by 1913 C 145]

Duties and powers of industrial commission, factory inspectors, etc.—

* * * * *

3. The [industrial commission] and [its] * * * assistants, and every factory inspector and every person duly authorized * * * may, in the discharge of his [or its] duties enter any place, building or room which is affected by the provisions of this chapter and may enter any factory whenever he [or it] may have reasonable cause to believe that any labor is being performed therein.

4. The [industrial commission] shall visit and inspect or cause to be visited and inspected the factories, during reasonable hours, as often as practicable, and shall cause the provisions of this chapter and the rules and regulations of the [industrial commission] to be enforced therein. * * * [C L 1909 v 3 Labor C 31 art 4 s 56 as amended by 1913 C 145]

Duties and powers of industrial commission, mercantile inspectors, etc.—

* * * * *

3. The [industrial commission], the chief mercantile inspector and his assistant or assistants and every mercantile inspector or acting mercantile inspector may in the discharge of his [or its] duties enter any place, building or room in cities of the first or second class which is affected by the provisions of article twelve of this chapter, and may enter any mercantile or other establishment specified in said article, situated in the cities of the first or second class, whenever he [or it] may have reasonable cause to believe that it is affected by the provisions of article twelve of this chapter.

4. The [industrial commission] shall visit and inspect or cause to be visited and inspected the mercantile and other establishments specified in article twelve of this chapter situated in cities of the first and second class, as often as practicable, and shall cause the provisions of said article and the rules and regulations of the [industrial commission] to be enforced therein. * * * [C L 1909 v 3 Labor C 31 art 4 s 59 as amended by 1913 C 145]

Duties and powers of medical inspectors.—The inspectors of the sixth grade shall constitute the section of medical inspection which shall, subject to the supervision and direction of the director of the division of industrial hygiene, be under the immediate charge of the chief medical inspector. The section of medical inspection shall inspect factories, mercantile establishments and other places subject to the provisions of this chapter throughout the State with respect to conditions of work affecting the health of persons employed therein and shall have charge of the physical examination and medical supervision of all children employed therein and shall perform such other duties and render such other services as the [industrial commission] may direct. [C L 1909 v 3 Labor C 31 art 5 s 61 as amended by 1913 C 145]

EMPLOYMENT AGENCIES

Establishment.—The [industrial commission] shall establish such public employment offices, and such branch offices, as may be necessary to carry out the purpose of this article. [C L 1909 v 3 Labor C 31 art 5-a s 66-a as added by 1914 C 181]

ring opinions shall be conclusive for the purpose of this section as to the age of the child.

Such officer shall require the evidence of age specified in subdivision (a) in preference to that specified in any subsequent subdivision and shall not accept the evidence of age permitted by any subsequent subdivision unless he shall receive and file in addition thereto an affidavit of the parent showing that no evidence of age specified in any preceding subdivision or subdivisions of this section can be produced. Such affidavit shall contain the age, place and date of birth, and present residence of such child, which affidavit must be taken before the officer issuing the employment certificate, who is hereby authorized and required to administer such oath and who shall not demand or receive a fee therefor. Such employment certificate shall not be issued until such child further has personally appeared before and been examined by the officer issuing the certificate, and until such officer shall, after making such examination, sign and file in his office a statement that the child can read and legibly write simple sentences in the English language and that in his opinion the child is fourteen years of age or upwards and has reached the normal development of a child of its age, and is in sound health and is physically able to perform the work which it intends to do. Every such employment certificate shall be signed, in the presence of the officer issuing the same, by the child in whose name it is issued. In every case, before an employment certificate is issued, such physical fitness shall be determined by a medical officer of the department or board of health, who shall make a thorough physical examination of the child and record the result thereof on a blank to be furnished for the purpose by the State [industrial commission] and shall set forth thereon such facts concerning the physical condition and history of the child as the [industrial commission] may require. [C L 1909 v 3 Labor C 31 art 6 s 71 as amended by 1912 C 333]

Court decision.—Employment of a child between 14 and 16 in violation of the two preceding sections is negligence. The child can not be guilty of contributory negligence or assume the risks of employment.—*Dragotto v. Plunkett*, 99 N. Y. 361, 113 App. Div. 648 (1906).

Opinion.—The requirement of an examination as to physical fitness is of State-wide application and is not limited to cities of the first class. Attorney General (1912).

Contents of certificate.—Such certificate shall state the date and place of birth of the child, and describe the color of the hair and eyes, the height and weight and any distinguishing facial marks of such child, and that the papers required by the preceding section have been duly examined, approved and filed and that the child named in such certificate has appeared before the officer signing the certificate and been examined. [C L 1909 v 3 Labor C 31 art 6 s 72]

Contents of school record; educational requirements.—The school record required by this article shall be signed by the principal or chief executive officer of the school which such child has attended and shall be furnished, on demand, to a child entitled thereto or to the board, department or commissioner of health. It shall contain a statement certifying that the child has regularly attended the public schools or schools equivalent thereto, or parochial schools, for not less than one hundred and thirty days during the twelve months next preceding his fourteenth birthday, or during the twelve months next preceding his application for such school record and is able to read and write simple sentences in the English language, and has received during such period instruction in reading, spelling, writing, English grammar and geography and is familiar with the fundamental operations of arithmetic up to and including fractions and has completed the work prescribed for the first six years of the public elementary school or school equivalent thereto or parochial school from which such school record is issued. Such school record shall also give the date of birth and residence of the child as shown on the records of the school and the name of its parent or guardian or custodian. [C L 1909 v 3 Labor C 31 art 6 s 73 as amended by 1913 C 144]

Enforcement: duties and powers of industrial commission; list of certificates to be sent to industrial commission; blank certificates, etc.—The board or department of health or health commissioner of a city, village or town, shall transmit, between the first and tenth day of each month, to the [industrial commission], a list of the names of all children to whom certificates have been issued during the preceding month together with a duplicate of the record of every examination as to the physical fitness, including examinations resulting in rejection. In cities of the first and second class all employment certificates and school records required under the provisions of this chapter shall be in such form as shall be approved by the [industrial commission]. In towns, villages or cities other than cities of the first or second class, the [industrial commission] shall prepare and furnish blank forms for such employment certificates and school

records. No school record or employment certificate required by this article, other than those approved or furnished by the [industrial commission] as above provided, shall be used. The [industrial commission] shall inquire into the administration and enforcement of the provisions of this article by all public officers charged with the duty of issuing employment certificates, and for that purpose the [industrial commission] shall have access to all papers and records required to be kept by all such officers. [C L 1909 v 3 Labor C 31 art 6 s 75 as amended by 1913 C 144]

Lists required under 16; certificates to be returned to child or parent; evidence of age may be required for child apparently under 16; false statement a misdemeanor; evidence of illegal employment.—Each person owning or operating a factory and employing children therein shall keep, or cause to be kept in the office of such factory, a register, in which shall be recorded the name, birthplace, age and place of residence of all children so employed under the age of sixteen years. Such register and the certificate filed in such office shall be produced for inspection upon the demand of the [industrial commission]. On termination of the employment of a child so registered, and whose certificate is so filed, such certificate shall be forthwith surrendered by the employer to the child or its parent or guardian or custodian. The [industrial commission] may make demand on any employer in whose factory a child apparently under the age of sixteen years is employed or permitted or suffered to work, and whose employment certificate is not then filed as required by this article, that such employer shall either furnish [it] within ten days, evidence satisfactory to [it] that such child is in fact over sixteen years of age, or shall cease to employ or permit or suffer such child to work in such factory. The [industrial commission] may require from such employer the same evidence of age of such child as is required on the issuance of an employment certificate; and the employer furnishing such evidence shall not be required to furnish any further evidence of the age of the child. A notice embodying such demand may be served on such employer personally or may be sent by mail addressed to him at said factory, and if served by post shall be deemed to have been served at the time when the letter containing the same would be delivered in the ordinary course of the post. When the employer is a corporation such notice may be served either personally upon an officer of such corporation, or by sending it by post addressed to the office or the principal place of business of such corporation. The papers constituting such evidence of age furnished by the employer in response to such demand shall be filed with the [industrial commission] and a material false statement made in any such paper or affidavit by any person, shall be a misdemeanor.¹ In case such employer shall fail to produce and deliver to the [industrial commission] within ten days after such demand such evidence of age herein required by [it], and shall thereafter continue to employ such child or permit or suffer such child to work in such factory, proof of the giving of such notice and of such failure to produce and file such evidence shall be prima facie evidence in any prosecution brought for a violation of this article that such child is under sixteen years of age and is unlawfully employed. [C L 1909 v 3 Labor C 31 art 6 s 76]

Certificates of physical fitness may be required from 14 to 16; revocation of employment certificates.—1. All children between fourteen and sixteen years of age employed in factories shall submit to a physical examination whenever required by a medical inspector of the State [industrial commission]. The result of all such physical examinations shall be recorded on blanks furnished for that purpose by the [industrial commission], and shall be kept on file in such office or offices of the [commission] as the [industrial commission] may designate.

2. If any such child shall fail to submit to such physical examination, the [industrial commission] may issue an order canceling such child's employment certificate. Such order shall be served upon the employer of such child who shall forthwith deliver to an authorized representative of the [industrial commission] the child's employment certificate. A certified copy of the order of cancellation shall be served on the board of health or other local authority that issued the said certificate. No such child whose employment certificate has been canceled, as aforesaid, shall, while said cancellation remains unrevoked, be permitted or suffered to work in any factory of the State before it attains the age of sixteen years. If thereafter such child shall submit to the physical examination required, the [industrial commission] may issue an order revoking the cancellation of the employment certificate and may return the employment certificate to such child. Copies of the order of revocation shall be served upon the former employer of the child and the local board of health as aforesaid.

¹ For penalty for misdemeanor, see page 27 (Consolidated Laws 1909, volume 4, Penal, chapter 40, article 174, section 1937).

sions of this subdivision of this section, with or without knowledge of the previous or other employment, shall be liable for a violation thereof. [C L 1909 v 3 Labor C 31 art 6 s 77 as amended by 1912 C 539 and by 1913 C 465]

Court decisions.—The limitation of the working hours of women to fifty-four per week is constitutional.—*People v. Kane*, 139 N. Y. S. 350, 79 Misc. 140 (1913).

The prohibition of the employment of women over 21 years of age between the hours of 6 p. m. and 7 a. m. was held unconstitutional.—*People v. Williams*, 189 N. Y. 141, 81 N. E. 778 (1907). But a similar law (C L 1909 v 3 Labor C 31 art 6 s 93-b as added by 1913 C 83) was held constitutional.—*State v. Schwab*, 148 N. Y. S. 725 (1914).

NOTE.—[For prohibition of night work for girls of any age, see section 93-b, article 6, chapter 31, volume 1, Labor, Consolidated Laws, as added by Acts of 1913, chapter 83]

Ten hours a day, 54 a week, for boys from 16 to 18 and girls over 16 under certain conditions; establishments canning perishable fruits, etc., exempted for boys over 16 and girls over 18 from certain provisions; hours to be posted and time book required.—1. A female sixteen years of age or upwards and a male between the ages of sixteen and eighteen may be employed in a factory more than nine hours a day: (a) Regularly in not to exceed five days a week, in order to make a short day or holiday on one of the six working days of the week; (b) irregularly in not to exceed three days a week: *Provided*, That no such person shall be required or permitted to work more than ten hours in any one day or more than fifty-four hours in any one week, and that the provisions of the preceding section as to notice or time book be fully complied with.

2. The provisions of subdivision two of section seventy-seven relating to maximum hours shall not apply to the employment of male minors sixteen years of age and upwards in canning or preserving perishable products in fruit and canning establishments between the fifteenth day of June and the fifteenth day of October each year.

3. A female eighteen years of age or upwards may, notwithstanding the provisions of subdivision three of section seventy-seven of this chapter, be employed in canning or preserving perishable products in fruit and canning establishments between the fifteenth day of June and the fifteenth day of October in each year not more than six days or sixty hours in any one week nor more than ten hours in any one day; and the [industrial commission] shall have power to adopt rules and regulations permitting the employment of women eighteen years of age and upwards on such work in such establishments between the twenty-fifth day of June and the fifth day of August in each year not more than six days nor more than sixty-six hours in any one week nor more than twelve hours in any one day, if said [commission] shall find that such employment is required by the needs of such industry and can be permitted without serious injury to the health of women so employed. The provisions of this subdivision shall have no application unless the daily hours of labor shall be posted for the information of employees and a time book in a form approved by the [industrial commission], giving the names and addresses of all female employees and the hours of work by each of them in each day shall be properly and correctly kept and shall be exhibited to [said commission] or any of [its] subordinates promptly upon demand. No person shall knowingly make or permit or suffer to be made a false entry in any such time book.

4. In a prosecution for a violation of any provision of this or of the preceding section the burden of proving a permit or exception shall be upon the party claiming it. [C L 1909 v 3 Labor C 31 art 6 s 78 as amended by 1912 C 539 and by 1913 C 465]

TOILETS, DRESSING ROOMS, ETC., FOR GIRLS

Separate washrooms for the sexes; dressing rooms where women are employed.—

* * * * *

2. In every factory there shall be provided and maintained for the use of employees suitable and convenient washrooms, separate for each sex, adequately equipped with washing facilities consisting of sinks or stationary basins provided with running water or with tanks holding an adequate supply of clean water. * * *

3. Where females are employed the person operating the factory shall provide dressing or emergency rooms for their use; each such room shall have at least one window opening to the outer air and shall be enclosed by means of solid partitions or walls. In every factory in which more than ten women are employed there shall be provided one or more separate dressing rooms in such numbers as required by the rules and regulations of the [industrial commission] and located in such place or places as required by such rules and regulations, having an adequate floor space in proportion to the number of employees, to be fixed by the rules and regulations of the [industrial commission]. * * * [C L 1909 v 3 Labor C 31 art 6 s 88 as amended by 1913 C 340 and by 1914 C 366]

Separate toilets for the sexes.—1. In every factory there shall be provided suitable and convenient water-closets separate for each sex, in such number and located in such place or places as required by the rules and regulations of the [industrial commission]. All water-closets shall be maintained inside the factory except where, in the opinion of the [industrial commission], it is impracticable to do so.

2. There shall be separate water-closet compartments for females, to be used by them exclusively, and notice to that effect shall be painted on the outside of such compartments. The entrance to every water-closet used by females shall be effectively screened by a partition or vestibule. Where water-closets for males and females are in adjoining compartments, there shall be solid plastered or metal covered partitions between the compartments extending from the floor to the ceiling. Whenever any water-closet compartments open directly into the workroom exposing the interior, they shall be screened from view by a partition or a vestibule. The use of curtains for screening purposes is prohibited. * * * [C L 1909 v 3 Labor C 31 art 6 s 88—a as added by 1913 C 340]

HOURS OF LABOR

Time for meals required; exceptions.—In each factory at least sixty minutes shall be allowed for the noonday meal, unless the [industrial commission] shall permit a shorter time. Such permit must be in writing and conspicuously posted in the main entrance of the factory, and may be revoked at any time. Where employees are required or permitted to work overtime for more than one hour after six o'clock in the evening, they shall be allowed at least twenty minutes to obtain a lunch, before beginning to work overtime. [C L 1909 v 3 Labor C 31 art 6 s 89]

ALL REGULATED OCCUPATIONS

APPLICATION OF ACT

Laundry work.—A shop, room or building where one or more persons are employed in doing public laundry work by way of trade or for purposes of gain is a factory within the meaning of this chapter, and shall be subject to the visitation and inspection of the [industrial commission] and the provisions of this chapter in the same manner as any other factory. * * * This section shall not apply to any female engaged in doing custom laundry work at her home for a regular family trade. [C L 1909 v 3 Labor C 31 art 6 s 92]

DANGEROUS AND INJURIOUS OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; machinery, dangerous processes, places where alcoholic liquors are manufactured, etc.; constant standing prohibited for girls under 16; employment under 18 prohibited on certain elevators; cleaning machinery in motion prohibited for boys under 18 and girls under 21; other occupations prohibited for boys under 18 and girls of any age; industrial commission may prohibit employment in other occupations.—1. No child under the age of sixteen years shall be employed or permitted to work in operating or assisting in operating any of the following machines: Circular or band saws, woodshapers, woodjointers, planers, sandpaper or wood polishing machinery; picker machines or machines used in picking wool, cotton, hair or any upholstery material; paper lace machines; burnishing machines in any tannery or leather manufactory; job or cylinder printing presses having motive power other than foot; wood-turning or boring machinery; drill presses; metal or paper cutting machines; corner staying machines in paper box factories; stamping machines used in sheet metal and tinware manufacturing or in washer and nut factories; machines used in making corrugating rolls; steam boilers; dough brakes or cracker machinery of any description; wire or iron straightening machinery; rolling mill machinery; power punches or shears; washing, grinding or mixing machinery; calendar [calender] rolls in rubber manufacturing; or laundering machinery; or in operating or assisting in operating any other machines or machinery which may be found by the [industrial commission] to be dangerous and specified as such from time to time in rules and regulations adopted by such [commission].

2. No child under the age of sixteen years shall be employed or permitted to work at adjusting or assisting in adjusting any belt to any machinery, oiling or assisting in oiling, wiping or cleaning machinery; or in any capacity in preparing any composi-

MINIMUM AGE

Employment under 14 prohibited in tenement-house manufactories; license required for such establishments; exceptions; revocation of license.—1. No tenement house nor any part thereof shall be used for the purpose of manufacturing, altering, repairing or finishing therein, any articles whatsoever except for the sole and exclusive use of the person so using any part of such tenement house or the members of his household, without a license therefor as provided in this article. But nothing herein contained shall apply to collars, cuffs, shirts or shirt waists made of cotton or linen fabrics that are subjected to the laundrying process before being offered for sale.

* * * * *

4. Such license may be revoked by the [industrial commission] * * * if children are employed therein in violation of section seventy of this chapter. In every case where a license is revoked or denied by the [industrial commission] the reasons therefor shall be stated in writing, and the records of such revocation or denial shall be deemed public records. Where a license is revoked, before such tenement house can again be used for the purposes specified in this section, a new license must be obtained, as if no license had previously existed.

* * * * *

6. * * * No articles shall be manufactured, altered, repaired or finished in any room or apartment of a tenement house unless said room or apartment shall be well lighted and ventilated and shall contain at least five hundred cubic feet of air space for every person working therein, or by any person other than the members of the family living therein; except that in licensed tenement houses persons not members of the family may be employed in apartments on the ground floor or second floor, used only for shops of dressmakers who deal solely in the custom trade direct to the consumer: *Provided*, That such apartments shall be in the opinion of the [industrial commission] in the highest degree sanitary, well lighted, well ventilated and plumbed: *And provided further*, That the whole number of persons therein shall not exceed one to each one thousand cubic feet of air space, and that there shall be no children under fourteen years of age living or working therein; before any such room or apartment can be so used a special permit therefor shall be issued by the [industrial commission], a copy of which shall be entered in [its] public records with a statement of the reasons therefor. * * * [C L 1909 v 3 Labor C 31 art 7 s 100 as amended by 1913 C 260]

Enforcement: permits required for these establishments; method of issuing and revocation.—The owner of every factory for which any articles are manufactured in any tenement house shall secure a permit therefor from the [industrial commission] who shall issue such permit to any such owner applying therefor. Such permit may be revoked or suspended by the [industrial commission] whenever any provision of this article or of section seventy of this chapter is violated in connection with any work for such factory. Such permit may be reissued or reinstated in the discretion of the [commission] when such violation has ceased. No articles shall be manufactured in any tenement house for any factory for which no permit has been issued or for any factory whose permit is suspended or revoked. A complete list of all factories holding such permits, together with the name of the owner of each such factory, the address of the business and the name under which it is carried on, and of all tenement houses holding licenses, and a list of all permits and licenses revoked or suspended shall be published from time to time by the [industrial commission]. [C L 1909 v 3 Labor C 31 art 7 s 106 as added by 1913 C 260]

ALL REGULATED OCCUPATIONS

APPLICATION OF ACT

Bakeries.—* * * Bakeries are factories within the meaning of this chapter and are subject to the provision of article six thereof. [C L 1909 v 3 Labor C 31 art 8 s 111 as amended by 1913 C 463]

MINES, ETC.

MINIMUM AGE

Employment of boys under 16 and girls of any age prohibited.—No child under sixteen years of age shall be employed, permitted or suffered to work in or in connection with any mine or quarry in this State. No female shall be employed, permitted or

suffered to work in any mine or quarry in this State. [C L 1909 v 3 Labor C 31 art 9 s 131]

Enforcement: duties and powers of industrial commission.—The [industrial commission] may serve a written notice upon the owner, agent, manager or lessee of a mine or tunnel requiring him to comply with a specified provision of this article. The [industrial commission] shall begin an action in the supreme court to enforce compliance with such provision; and upon such notice as the court directs, an order may be granted, restraining the working of such mine or tunnel during such time as may be therein specified. [C L 1909 v 3 Labor C 31 art 9 s 135]

Enforcement: inspection.—The owner, agent, manager or lessee of a mine or tunnel, at any time, either day or night, shall admit to such mine or tunnel, or any building used in the operation thereof, the [industrial commission] or any qualified person duly authorized by [it], for the purpose of making the examinations and inspections necessary for the enforcement of this article, and shall render any necessary assistance for such inspection. [C L 1909 v 3 Labor C 31 art 9 s 136]

Penalty.—A person: 1. Refusing to admit the [industrial commission], or any person authorized by [it], to a mine, tunnel or quarry, and to each and every part thereof, for the purpose of examination and inspection; or, 2. Neglecting or refusing to comply with the provisions of article nine of the labor law upon written notice of the [industrial commission], is guilty of a misdemeanor, and upon conviction therefor shall be punished by a fine of not less than fifty dollars, or by imprisonment for not less than thirty days. [C L 1909 v 4 Penal C 40 art 120 s 1270]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Enforcement: lists of alien children to be procured by industrial commission.—

* * * * *

The [industrial commission] shall procure with the consent of the Federal authorities complete lists giving the names, ages, and destination within the State of all alien children of school age, and such other facts as will tend to identify them, and shall forthwith deliver copies of such lists to the commissioner of education or the several boards of education and school boards in the respective localities within the State to which said children shall be destined, to aid in the enforcement of the provisions of the education law relative to the compulsory attendance at school of children of school age. [C L 1909 v 3 Labor C 31 art 11 (as renumbered by 1913 C 145) s 153 subdivision 2 as added by 1910 C 514 and amended by 1912 C 543]

MERCANTILE ESTABLISHMENTS, THEATERS, STREET TRADES, MESSENGERS, ETC.

APPLICATION OF ACT

Certain cities.—The provisions of this article shall apply to all villages and cities which at the last preceding State enumeration had a population of three thousand or more. [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 160]

HOURS OF LABOR

Eight hours a day, 48 a week, 6 days a week, and night work prohibited, under 16; 9 hours a day, 54 a week, 6 days a week, and night work prohibited, for girls over 16 in mercantile establishments except 7 days before Christmas; other exceptions; time for meals required.—

1. No child under the age of sixteen years shall be employed, permitted or suffered to work in or in connection with any mercantile establishment, business office, telegraph office, restaurant, hotel, apartment house, theater or other place of amusement, bowling alley, barber shop, shoe-polishing establishment, or in the distribution or transmission of merchandise, articles or messages, or in the distribution or sale of articles more than six days or forty-eight hours in any one week, or more than eight hours in any one day, or before eight o'clock in the morning or after six o'clock in the evening of any day. The foregoing provision shall not apply to any employment prohibited or regulated by section four hundred and eighty-five of the penal law.

2. No female employee over the age of sixteen years shall be required, permitted or suffered to work in or in connection with any mercantile establishment more than six days or fifty-four hours in any one week, or more than nine hours in any one day,

such principal or chief executive officer approves the granting of a permit and badge to such child. No such permit or badge shall be valid for any purpose except during the period in which such proof and written statement shall remain on file, nor shall such permit or badge be authority beyond the period fixed therein for its duration. After having received, examined and placed on file such papers the officer shall issue to the child a permit and badge. Such permit shall state the date and place of birth of the child, the name and address of its parent, guardian, custodian or next friend, as the case may be, and describe the color of hair and eyes, the height and weight and any distinguishing facial mark of such child, and shall further state that the papers required by this section have been duly examined and filed; and that the child named in such permit has appeared before the officer issuing the permit. The badge furnished by the officer issuing the permit shall bear on its face a number corresponding with the number of the permit, and the name of the child. Every such permit, and every such badge on its reverse side, shall be signed in the presence of the officer issuing the same by the child in whose name it is issued. The badge provided for herein shall be worn conspicuously at all times by such child while so working; and all such permits and badges shall expire annually on the first day of January. The color of the badge shall be changed each year. No child to whom such permit and badge are issued shall transfer the same to any other person nor be engaged in any city or village in distributing newspapers without having conspicuously upon his person such badge, and he shall exhibit the same upon demand at any time to any police or attendance officer. [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 161-b as added by 1914 C 21]

MINIMUM AGE AND EMPLOYMENT CERTIFICATES AND RECORDS

Employment under 14 prohibited; certificates required from 14 to 16.—No child under the age of fourteen years shall be employed or permitted to work in or in connection with any mercantile or other business or establishment specified in the preceding section. No child under the age of sixteen years shall be so employed or permitted to work unless an employment certificate, issued as provided in this article, shall have been theretofore filed in the office of the employer at the place of employment of such child. [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 162 as amended by 1911 C 866]

Commissioner of health to issue certificates; age, school, and health records required; method of issuing.—[This section is practically identical with section 71, article 6 of this chapter.] [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 163 as amended by 1913 C 144]

Contents of certificates.—[This section is practically identical with section 72, article 6 of this chapter.] [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 164]

Contents of school records; educational requirements.—[This section is practically identical with section 73, article 6 of this chapter.] [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 165 as amended by 1913 C 144]

Enforcement; duties and powers of industrial commission; lists of certificates to be sent to industrial commission; blank certificates, etc.—[This section is practically identical with section 75, article 6 of this chapter.] [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 166 as added by 1913 C 144]

Lists required under 16; certificates to be returned to child or parent; evidence of age may be required for child apparently under 16; false statement a misdemeanor; evidence of illegal employment.—[This section is practically identical with section 76, article 6 of this chapter except that in section 76 the provisions are enforced by the [industrial commission] and in this section by the [industrial commission] in cities of the first and second classes and by the health officers in other cities, villages, etc.] [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 167 as amended by 1913 C 145]

MERCANTILE ESTABLISHMENTS

TOILETS AND DRESSING ROOMS FOR GIRLS

Separate washrooms for the sexes.—In every mercantile establishment there shall be provided and maintained for the use of employees adequate and convenient washrooms, or washing facilities. Such washing facilities * * * shall be separate for each sex wherever required by the rules of the [industrial commission]. Every washroom shall be provided with adequate means of ventilation and heating and artificial illumination. [C L 1909 v 3 Labor C 31 art 12 (as renumbered by 1913 C 145) s 168-c as added by 1914 C 183]

Employment under 16 in rope walking, singing, dancing, theatrical exhibitions, etc., prohibited; exceptions; misdemeanor for parent, employer, etc.—A person who employs or causes to be employed, or who exhibits, uses, or has in custody, or trains for the purposes of the exhibition, use or employment of, any child actually or apparently under the age of sixteen years; or who having the care, custody or control of such a child as parent, relative, guardian, employer, or otherwise, sells, lets out, gives away, so trains, or in any way procures or consents to the employment, or to such training, or use, or exhibition of such child; or who neglects or refuses to restrain such child from such training, or from engaging or acting:

1. As a rope or wire walker, gymnast, wrestler, contortionist, rider or acrobat; or upon any bicycle or similar mechanical vehicle or contrivance; or,

2. In begging or receiving or soliciting alms in any manner or under any pretense, or in any mendicant occupation; or in gathering or picking rags, or collecting cigar stumps, bones or refuse from markets; or in peddling; or,

3. In singing; or dancing; or playing upon a musical instrument; or in a theatrical exhibition; or in any wandering occupation; or,

4. In any illegal, indecent or immoral exhibition or practice; or in the exhibition of any such child when insane, idiotic, or when presenting the appearance of any deformity or unnatural physical formation or development; or,

5. In any practice or exhibition or place dangerous or injurious to the life, limb, health or morals of the child,

Is guilty of a misdemeanor.¹ But this section does not apply to the employment of any child as a singer or musician in a church, school or academy; or in teaching or learning the science or practice of music; or as a musician in any concert or in a theatrical exhibition, with the written consent of the mayor of the city, or the president of the board of trustees of the village where such concert or exhibition takes place. Such consent shall not be given unless forty-eight hours previous notice of the application shall have been served in writing upon the society mentioned in section four hundred and ninety-one of this chapter [any incorporated society for the prevention of cruelty to children], if there be one within the county, and a hearing had thereon if requested, and shall be revocable at the will of the authority giving it. It shall specify the name of the child, its age, the names and residence of its parents or guardians, the nature, time, duration and number of performances permitted, together with the place and character of the exhibition. But no such consent shall be deemed to authorize any violation of the first, second, fourth or fifth subdivisions of this section. [C L 1909 v 4 Penal C 40 art 44 s 485]

Court decision.—This section is not unconstitutional as to the parent's rights or the rights of the children.—*People v. Ewer*, 141 N. Y. 129 (1894).

Sending messengers to immoral places prohibited; penalty.—A corporation or person employing messenger boys who:

* * * * *

2. Knowingly sends or permits any person to send any messenger boy to any disorderly house, unlicensed saloon, inn, tavern, or other unlicensed place, where malt or spirituous liquors or wines are sold, on any errand or business whatsoever except to deliver telegrams at the door of such house,

Is guilty of a misdemeanor,¹ and incurs a penalty of fifty dollars to be recovered by the district attorney. [C L 1909 v 4 Penal C 40 art 44 s 488]

ALL OCCUPATIONS

PENALTIES

Misdemeanor.—A person convicted of a crime declared to be a misdemeanor, for which no other punishment is specially prescribed by this chapter, or by any other statutory provision in force at the time of the conviction and sentence, is punishable by imprisonment in a penitentiary, or county jail, for not more than one year, or by a fine of not more than five hundred dollars, or by both. [C L 1909 v 4 Penal C 40 art 174 s 1937]

RAILROADS

MINIMUM AGE

Employment of telegraph operators under 18 prohibited; misdemeanor.—Any person * * * who, in his own behalf, or in the behalf of any other person or corporation,

¹ For penalty for misdemeanor, see page 27 (Consolidated Laws 1909, volume 4, Penal, chapter 40, article 174, section 1937).

city of the first class, except the city of New York. In the city of New York provision shall be made by the board of education for taking a school census in connection with the work of enforcing the compulsory education law. Such permanent census board shall consist of the mayor, the superintendent of schools, the police commissioner or officer performing duties similar to those of a police commissioner. The mayor shall be the chairman of such board. Such board shall have power to make such rules and regulations as may be necessary to carry out the provisions of this article. Such board shall have power to appoint a secretary and such clerks and other employees as may be necessary to carry out the provisions of this article and to fix the salaries of the same. Such board shall ascertain through the police force, the residences and employments of all persons between the ages of four and eighteen years residing within such cities and shall report thereon from time to time to the school authorities of such cities. Under the regulations of such board, during the month of October, nineteen hundred and nine, it shall be the duty of the police commissioners in such cities of the first class to cause a census of the children of their respective cities to be taken. Thereafter such census shall be amended from day to day by the police, precinct by precinct, as changes of residence occur among the children of such cities within the ages prescribed in this article and as other persons come within the ages prescribed herein and as other persons within such ages shall become residents of such cities, so that said board shall always have on file a complete census of the names and residences of the children between such ages and of the persons in parental relation thereto. It shall be the duty of persons in parental relation to any child residing within the limits of said cities of the first class to report at the police station house of the precinct within which they severally reside, the following information:

1. Two weeks before any child becomes of the compulsory school age the name of such child, its residence, the name of the person or persons in parental relation thereto, and the name and location of the school to which such child is sent as a pupil.

2. In case a child of compulsory school age is for any cause removed from one school and sent to another school, or sent to work in accordance with the labor law, all the facts in relation thereto.

3. In case the residence of a child is removed from one police precinct to another police precinct, the new residence and the other facts required in the two preceding subdivisions.

4. In case a child between the ages of four and eighteen becomes a resident of one of said cities of the first class for the first time the residence and such other facts as the census board shall require. Such census shall include all persons between the ages of four and eighteen years, the day of the month and the year of the birth of each of such persons, their respective residences by street and number, the names of their parents or guardians, such information relating to illiteracy and to the enforcement of the law relating to child labor and compulsory education as the school authorities of the State and of such cities shall require and also such further information as such authorities shall require. [C L 1910 v 8 Education C 16 art 24 s 650 as amended by 1914 C 480]

Enumeration of children from 4 to 18; duties of permanent census board or school authorities in other than cities of the first class.—A permanent census board may be established in any city not of the first class, in accordance with the provisions of this article. If a census board shall not be established in such cities, then, during the month of October, nineteen hundred and nine, and in the month of October every fourth year thereafter, the school authorities of every city, not a city of the first class, shall take a census of the children of their respective cities. Such census shall include the information required from the cities of the first class as provided in section six hundred and fifty of this chapter. [C L 1910 v 8 Education C 16 art 24 s 651]

Enumeration of children from 5 to 18; duties of boards of trustees in school districts.—The board of trustees of every school district shall annually on the thirtieth day of August cause a census of all children between the ages of five and eighteen years to be taken in their respective school districts. Such census shall include the information required from cities as provided in this article. [C L 1910 v 8 Education C 16 art 24 s 652]

Penalty for false information, etc.—A parent, guardian or other person having under his control or charge a child between the ages of four and eighteen years who withholds or refuses to give information in his possession relating to such child and required under this article, or any such parent, guardian or other person who gives false information in relation thereto, shall be liable to and punished by fine not exceeding twenty

dollars or by imprisonment not exceeding thirty days. [C L 1910 v 8 Education C 16 art 24 s 653]

STREET RAILWAYS

MINIMUM AGE

Employment under 21 as motorman, conductor, etc., prohibited under certain conditions; violation a misdemeanor.—Any railroad corporation may employ any inhabitant of the State, of the age of twenty-one years, not addicted to the use of intoxicating liquors, as a car driver, conductor, motorman or gripman, or in any other capacity, if fit and competent therefor. * * * Any violation of the provisions of this section shall be a misdemeanor.¹ [C L 1910 v 9 Railroads C 49 art 3 s 63]

¹ For penalty for misdemeanor, see page 27 (Consolidated Laws 1909, volume 4, Penal, chapter 4, article 174, section 1937).

Eleven hours a day for all employees; 60 hours a week for women and minors; no adults may contract for longer hours for extra compensation; exceptions.—Sixty hours shall constitute a week's work in all factories and manufacturing establishments in the State, and that no minor nor woman shall be worked in such factory or establishment a longer period than sixty hours in one week and no adult male shall be worked in such factory or establishment for a longer period than sixty hours in one week unless there shall be a written contract entered into between said adult male and his employer to that effect in which the employer shall agree to pay said adult male extra compensation for extra hours he may work. That no employee in any factory or manufacturer's establishment in this State shall be worked exceeding eleven hours in any one day: Provided, This section shall not apply to engineers, firemen, superintendents, overseers, section and yard hands, office men, watchmen or repairmen of breakdown. [P R 1908 Supplement 1913 C 45A s 1981c as reenacted by 1915 C 148 s 2]

EMPLOYMENT CERTIFICATES

Age and school record required; penalty for false statements, violation of act, etc.—Parents or persons standing in the relation of parent, upon hiring their children in any factory or manufacturing establishment, shall furnish such establishment a written statement of the age of such child or children being so hired, and certificate as to school attendance; and any parent or person standing in the relation of parent to such child or children, who shall in such written statement, misstate the age of such child or children, being so employed, or their school attendance, shall be guilty of a misdemeanor, and upon conviction shall be punished in the discretion of the court. Any mill owner, superintendent, boss or [sic] manufacturing establishment who shall knowingly or wilfully violate the provisions of this act¹ [s 1981a-1981b and following s 3362-3364] shall be guilty of a misdemeanor, and upon conviction shall be punished in the discretion of the court: *Provided*, That for a second conviction under this act within twelve months the fine shall not be less than five hundred dollars, or the imprisonment not less than ninety days. [P R 1908 C 45A s 1981d and C 81 following s 3362-3364 as reenacted by 1915 C 148 s 3]

MINIMUM AGE

Employment under 12 prohibited; from 12 to 13 except as apprentices; educational requirements.—No child under twelve years of age shall be employed or work in a factory or manufacturing establishment within this State: *Provided*, That no child between the ages of twelve and thirteen years shall be employed or work in a factory except in apprenticeship capacity, and only then after having attended school four months in the preceding twelve months. [P R 1908 Supp 1913 C 45A s 1981ee(1)]

HOURS OF LABOR

Night work prohibited under 16.—No person under sixteen years of age shall be employed or permitted to work in any mill, factory or manufacturing establishment in this State between the hours of nine p. m. and six a. m. [P R 1908 Supp 1913 C 45A s 1981ee(2)]

EMPLOYMENT CERTIFICATES

Certificates required for night work under 16 and day work under 13; educational requirements from 12 to 13.—No child under sixteen years of age shall be employed or permitted to work at night, nor shall any child under the age of thirteen years be employed on daywork in any mill, factory or manufacturing plant in this State, unless the person, firm or corporation employing such child or permitting such child to work shall have procured and shall keep on file and accessible to any inspector of factories or other authorized officer charged with the enforcement of this act [s 1981ee subsections 1-5] a certificate from the parent, guardian or person standing in loco parentis to a child under such child, which certificate shall show the name and age of such child; and in case such child is under thirteen and more than twelve years of age, said certificate must set forth the fact that such child has attended school four months in the preceding twelve months. [P R 1908 Supp 1913 C 45A s 1981ee(3)]

¹ See bracketed note following section 1981b

examine under oath such person and his parents, or other witnesses, as to his age. [P R 1908 C 103 s 4931]

Penalty; action for damages.—For any injury to person or property occasioned by any willful violation of this chapter [s 4930–4952], or any willful failure to comply with its provisions, by any owner, agent or manager of the mine, a right of action shall accrue to the party injured for any damage he may have sustained thereby; and in any case of loss of life by reason of such willful neglect or failure aforesaid, a right of action shall accrue to the personal representative of the deceased, as in other actions for wrongful death. [P R 1908 C 103 s 4942]

Enforcement: commissioner of labor and printing to be mine inspector.—The commissioner of labor and printing shall perform the duties of mine inspector as provided in this chapter [s 4930–4952]. [P R 1908 C 103 s 4943]

Enforcement: duties of mine inspector.—It shall be the duty of the inspector to examine all the mines in the State as often as possible to see that all the provisions and requirements of this chapter [s 4930–4952] are strictly observed and carried out. * * * [P R 1908 C 103 s 4944]

Enforcement: powers of mine inspector.—For the purpose of making the inspection and examinations provided for in this chapter [s 4930–4952], the inspector shall have the right to enter any mine at all reasonable times, by night or by day, but in such manner as shall not unnecessarily obstruct the working of the mine; and the owner or agent of such mine is hereby required to furnish the means necessary for such entry and inspection; the inspection and examination herein provided for shall extend to fire-clay, iron ore and other mines as well as coal mines. [P R 1908 C 103 s 4945]

Application of act.—The provisions of this chapter [s 4930–4952] shall not apply to or affect any mine in which not more than ten men are employed at the same time; but the inspector shall at all times have free ingress to such mines for the purpose of examination and inspection, and shall direct and enforce any regulation in accordance with the provisions of this chapter that he may deem necessary for the safety of the health and lives of the miners employed therein. [P R 1908 C 103 s 4952]

Penalty.—If any person shall knowingly violate any of the provisions of the law relating to mines * * * he shall be guilty of a misdemeanor, and upon conviction fined not less than fifty dollars or imprisoned in the county jail not more than thirty days, or both. [P R 1908 C 81 s 3797]

NORTH DAKOTA

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FACTORIES, WORKSHOPS, AND MINES

MINIMUM AGE

Employment under 12 prohibited.—The labor of children under twelve years of age shall be prohibited in mines, factories and workshops in this State. [Constitution article 17 section 209]

NOTE.—[For prohibition under 14 of employment in mines, factories, and workshops, see Compiled Laws, 1913, section 1404.]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of unmarried persons from 6 to 21.—The school board shall cause an enumeration to be made between the first and twentieth day of June of each year, of all unmarried persons of school age, being over six and under twenty-one, having their legal residence in the district, giving the names and ages of such persons and the names of parents and guardians having the care and custody of each * * *. The enumeration shall be made upon and in accordance with the blanks furnished therefor by the county superintendent, and shall be returned to the county superintendent prior to the tenth day of July. [Compiled Laws 1913 section 1195]

COMPULSORY SCHOOL ATTENDANCE

Children from 8 to 15; exemptions on account of poverty; other exemptions.—Every parent, guardian or other person, who resides in any school district or city, and who has control over any child of or between the ages of eight and fifteen, shall send such child to a public school in each year during the entire time the public schools of such district or city are in session * * *: *Provided*, That such parent, guardian or other person having control of any child shall be excused from such duty by the school board of the district or by the board of education of the city or village whenever it shall be shown to their satisfaction subject to appeal as provided by law that one of the following reasons therefor exists:

1. That such child is taught for the same length of time in a parochial or private school, approved by the county superintendent of schools subject to appeal to the superintendent of public instruction; that no school shall be approved by the county superintendent of schools or superintendent of public instruction unless the branches usually taught in the common schools are taught in such schools.

2. That such child is actually necessary to the support of the family.

3. That such child has already acquired the branches of learning taught in the public schools.

4. That such child is in such a physical or mental condition (as declared by a licensed physician, if required by the board) as to render such attendance inexpedient or impracticable.

5. If no school is taught the requisite length of time within two and one-half miles of the residence of such child by the nearest route such attendance shall not be enforced, except in cases of consolidated schools, where the school board has arranged for the transportation of pupils * * *: *Provided*, That when provision has been made for the transportation of pupils by the school board of any district agreeably to the provisions of this chapter [s 1105-1422], the pupils residing therein shall be amenable to the provisions of law requiring the attendance at school of such pupils: *Provided further*, That the provisions for transportation shall not apply to deaf, blind and feeble-minded children in this State, and this section shall not be construed to apply to parents, guardians or other persons having control of any child or children between the ages of eight and fifteen, who desire to send such child or children for a total period of not exceeding six months, which may be taken in one or more years, to any parochial school for the purpose of preparing such child or children for certain religious duties * * *. [C L 1913 s 1342]

Penalty.—Any such parent, guardian or other person failing to comply with the requirements of the foregoing sections [s 1342], shall upon conviction thereof be deemed guilty of a misdemeanor, and shall be fined in a sum not less than five nor more than twenty dollars for the first offense and not less than ten dollars nor more than fifty dollars for the second and every subsequent offense, with costs in each case. [C L 1913 s 1344]

Enforcement: duties of school authorities.—It shall be the duty of the superintendent or principal of schools in any city, town or village, or the teacher of any district school, or the county superintendent of schools for children that are deaf, blind, or feeble-minded, to inquire into all cases of negligence of the duty prescribed in this article [s 1342-1346] and to ascertain from the person neglecting to perform such duty the reason therefor, if any, and in the common school districts notify the county superintendent of schools of such neglect; the said county superintendent, upon proper presentation of facts, shall lay the complaint before the State's attorney, whose duty it will be to proceed forthwith to secure the prosecution for any offense occurring under this article. In special or independent districts the superintendent or principal of schools shall lay the complaint before the State's attorney who shall proceed as above: *Provided further*, That the board of education or district school board in any city or school district of over five hundred inhabitants may employ a truant officer who shall perform the duties implied in this section. [C L 1913 s 1345]

FACTORIES, MERCANTILE ESTABLISHMENTS, WORKSHOPS, MINES, ETC.

MINIMUM AGE

Employment under 14 prohibited in these occupations, in messenger service, etc., and in any business or service during school hours.—No child under fourteen years of age shall be employed, permitted or suffered to work in or in connection with any mine, factory, workshop, mercantile establishment, store, business office, telegraph office, restaurant, hotel, apartment house or in the distribution or transmission of merchandise or messages. It shall be unlawful for any person, firm or corporation to employ any child under fourteen years of age in any business or service whatever, during the hours when the public schools of the district in which the child resides are in session. [C L 1913 s 1404]

EMPLOYMENT CERTIFICATES AND RECORDS

Certificates and lists required from 14 to 16; certificates to be returned to child or parent, etc.; proof of age may be required for children apparently under 16; evidence of illegal employment.—No child between fourteen and sixteen years of age shall be employed, permitted or suffered to work in any mine, factory, workshop or mercantile establishment unless the person or corporation employing him procures and keeps on file, and accessible to the superintendent of schools of the city or village, if one is employed, otherwise, to the clerk of the school board or board of education, an employment certificate as hereinafter prescribed, and keeps two complete lists of all such children

IMMORAL OCCUPATIONS

MINIMUM AGE

Distribution of obscene literature by children under 18 prohibited; parent, employer, etc.—Every person who either:

* * * * *

5. Hires, uses or employs a child to sell, give away or in any manner to distribute; or,
6. Having the care, custody or control of a child, permits such child to sell, give away or in any manner to distribute: Any work, pamphlet, magazine, newspaper, story paper or other print or publication devoted to the dissemination or principally made up of criminal news, police reports or accounts of criminal deeds, or pictures and accounts of stories or deeds of bloodshed, lust or crime, is guilty of a misdemeanor. [C L 1913 s 9652]

Penalty.—Every person convicted of any of the offenses mentioned in the last section is punishable by imprisonment in the county jail not exceeding six months or by a fine not exceeding five hundred dollars, or both. [C L 1913 s 9653]

Definition of child.—The term "child," employed in this chapter [s 9652-9655], imports any person not exceeding eighteen years of age. [C L 1913 s 9655]

Employment in billiard or pool rooms, etc., prohibited under 18; penalty.—It shall be unlawful for any owner or keeper of any pool or billiard hall, or any bowling alley or any temperance saloon, or any place under any name whatever where the games of pool, billiards, bowling or cards are played, to allow any person under the age of eighteen years * * * to be employed in said places * * *. Any person found guilty of violating this section shall be punished by a fine of not less than five dollars or more than fifty dollars, or imprisonment in the county jail not to exceed thirty days, or both such fine and imprisonment. [C L 1913 s 9659]

MANUFACTURING AND MECHANICAL ESTABLISHMENTS, ETC.

HOURS OF LABOR

Ten hours a day under 14; longer hours not to be compulsory for boys under 18 and girls of any age; penalty.—Every owner, stockholder, overseer, employer, clerk or foreman of any manufactory, workshop or other place used for mechanical or manufacturing purposes, who, having control, shall compel any woman or any child under eighteen years of age, or permit any child under fourteen years of age, to labor in any day exceeding ten hours, shall be deemed guilty of a misdemeanor, and upon conviction shall be punished by fine not exceeding one hundred and not less than ten dollars. [C L 1913 s 10246]

NOTE.—[For prohibition under 16 of employment in any gainful occupation more than eight hours a day, see section 1410.]

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Note.—[The duties, authority, powers, etc., relating to the enforcement of labor laws heretofore exercised by the commissioner of labor statistics, inspectors of factories and workshops, etc., have been transferred by section 11, page 95, Acts of 1913, to the industrial commission. In every case the new enforcing authority has been indicated by an insertion in brackets in the text, the former enforcing powers being omitted.]

ALL OCCUPATIONS

MINIMUM WAGE AND HOURS AND CONDITIONS OF LABOR

Laws may be enacted.—Laws may be passed fixing and regulating the hours of labor, establishing a minimum wage, and providing for the comfort, health, safety and general welfare of all employees; and no other provision of the constitution shall impair or limit this power. [Constitution amendment of 1912 article 2 section 34]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Powers of the industrial commission; hindering commissioners, etc., prohibited.—Any commissioner or deputy of the commission [industrial commission] may enter any place of employment for the purpose of * * * examining the provisions made for the health, safety, and welfare of the employees therein, and bring to the attention of every employer any law, or any order of the commission, and any failure on the part of such employer to comply therewith. No employer shall refuse to admit any commissioner or deputy of the commission to his place of employment. [Page & Adams Annotated General Code 1912 section 871-20 as added by 1913 page 95]

Powers of the industrial commission.—The industrial commission of Ohio is vested with the power and jurisdiction * * * to have such supervision of every employment and place of employment and of every other building and establishment in this State as may be necessary adequately to enforce and administer all laws and all lawful orders * * * requiring the protection of the life, health, safety and welfare of every employee in such employment or place of employment, * * * including

Refusing information; child.—Any child working in or in connection with any of the establishments or places or in any of the occupations mentioned in this chapter [s 12993 to 13007-14], who refuses to give to the [industrial commission] or other authorized inspector or truant officer his or her name, age and place of residence, shall be forthwith conducted by the inspector, truant officer or other officer before the juvenile court or other court having jurisdiction in the premises for examination and to be dealt with according to law. [P & A A G C 1912 s 13007-14 as added by 1913 p 864]

1. The first part of the document is a list of names and addresses of the members of the committee.

2. The second part of the document is a list of names and addresses of the members of the committee.

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EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Legislature to enact laws.—The legislature shall provide for the compulsory attendance at some public or other school, unless other means of education are provided, of all the children in the State who are sound in mind and body, between the ages of eight and sixteen years, for at least three months in each year. [Constitution article 13 section 4]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 15 prohibited.—The employment of children, under the age of fifteen years, in any occupation, injurious to health or morals or especially hazardous to life or limb, is hereby prohibited. [Con art 23 s 3]

MINES

MINIMUM AGE AND HOURS OF LABOR

Employment of boys under 16 and girls of any age underground prohibited; eight hours a day's work; exceptions.—Boys under the age of sixteen years, and women and girls, shall not be employed, underground, in the operation of mines; and, except in cases of emergency, eight hours shall constitute a day's work underground in all mines of the State. [Con art 23 s 4]

school officer, before whom the same is made, to the commissioner of labor. The blank forms for school attendance certificate and for the age and schooling certificate shall be supplied to the county superintendents of public instruction by the State superintendent of public instruction as hereinafter indicated.

SCHOOL ATTENDANCE CERTIFICATE.

.....(Name of school)
(City and county)
(Date)
 This certifies that (name of child) can read and write simple sentences in the English language and that according to the records of this school and in my belief is now (number of years and months) old and has attended school during the full school term of the preceding year.
(Name of parent or guardian)
(Residence)

 (Signature of teacher)

AGE AND SCHOOLING CERTIFICATE.

This certifies that I am (father, mother or guardian) of (name of child) and that he (or she) was born at.....(town or city).....(county) (State or country) on the (day, month and year of birth) and is now (number of years and months old).

.....
 (Signature of parent or guardian)
(Date)
(City or town or county)

Personally appeared before me the above mentioned (name of person signing) and made oath that the foregoing certificate is true to the best of his (or her) knowledge and belief.

I hereby approve the foregoing certificate of (name of child), height (feet and inches), weight (pounds), complexion (fair or dark), hair (color), eyes (color), having no sufficient reason to doubt that he (or she) is of the age therein certified.

OWNER OF CERTIFICATE.

This certificate belongs to (name of child) and is to be surrendered to him (or her) whenever he (or she) leaves the service of the employer holding the same, but if not claimed by said child within thirty days after leaving said service, shall be sent to the commissioner of labor.

(Signature of officer, with name of city, town or county, and date.)
 [R L 1910 s 3738]

MINES, ETC.

MINIMUM AGE

Employment underground of boys under 16 and girls of any age prohibited.—No child under the age of sixteen and no girl or woman shall be employed or permitted to work underground in any mine or quarry. [R L 1910 s 3739]

MERCANTILE ESTABLISHMENTS, HOTELS, RESTAURANTS, ETC.

SEATS FOR GIRLS

Seats to be provided and their use permitted.—The proprietor, manager or person having charge of any mercantile establishment, store, shop, hotel, restaurant or other place where women or girls are employed as clerks, shall provide chairs, stools or other contrivances for the comfortable use of such female employees, and shall permit the use of the same by such female employees for the preservation of their health and for rest when not actually employed in the discharge of their respective duties. [R L 1910 s 3740]

MANUFACTURING ESTABLISHMENTS, FACTORIES, AND WORKSHOPS

HOURS OF LABOR FOR GIRLS

Hours to be posted.—Every person, firm, or corporation, agent, or manager of a corporation employing any female in any manufacturing establishment, factory or workshop shall post and keep posted in a conspicuous place in every room where such help is employed, a printed or written notice, stating the hours of each day of the week between which work is required of such person. [R L 1910 s 3741]

REGULATED OCCUPATIONS

PENALTY AND ENFORCEMENT

Violation of act; duties of commissioner of labor and mine inspector.—Any person violating any of the provisions of this article [s 3728–3742] shall be punished by a fine of not less than ten dollars nor more than fifty dollars, or [by] imprisonment for not less than ten nor more than thirty days, or [by] both such fine and imprisonment. It shall be the duty of the commissioner of labor to see that the provisions of this article are enforced, with the exception of section 3739 which shall be enforced by the mine inspector or under his direction. [R L 1910 s 3742]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties of factory inspectors.—* * * It shall be the duty of the factory inspector to visit and inspect at all reasonable hours, not less than once in each year, the factories, workshops, machine shops, foundries, laundries, manufacturing establishments in the State, and such other places where labor is employed as the commissioner of labor may designate; and he shall make special investigation into the conditions of labor or into any alleged abuses in connection therewith, and shall perform such other duties as are prescribed by law. * * * [R L 1910 C 42 s 3743]

REGULATED OCCUPATIONS

APPLICATION OF ACT

Definitions.—The words, “manufacturing establishments,” “factory” or “workshop” whenever used in this chapter [s 3703–3782] shall be construed to mean any place where goods or products are manufactured or repaired, cleaned or sorted in whole or in part, for sale or for wages. [R L 1910 s 3745]

MANUFACTURING ESTABLISHMENTS, FACTORIES, AND WORKSHOPS

TOILETS AND WASH ROOMS FOR GIRLS

Separate toilets and washrooms for the sexes.—There shall be provided in every factory, manufacturing establishment or workshop, where men and women are employed, separate toilet and wash rooms. [R L 1910 s 3750]

REGULATED OCCUPATIONS

PENALTIES

General penalty.—Any person who fails to comply with any of the provisions of this article [s 3743–3756] shall, except as otherwise provided, be deemed guilty of a misdemeanor, and on conviction thereof shall be fined in a sum not less than ten dollars nor more than one hundred dollars for each offense. [R L 1910 s 3756]

SCHOLASTIC CENSUS REPORT.

School District No., County of

For the year 191..

Name of parent or guardian, Post office

Name of township or street, Section or street No.

Name of tribe

(If Indian or freedman, give name of tribe.)

DATE OF BIRTH.

Name of child.	Color.	Sex.	Month.	Day.	Year.

I hereby declare under oath that the above is a true and given; that I am a legal resident of the above school district of all persons of school age are correct as written above.

.....

Subscribed and sworn to before me this day of ..

.....

[1913 C 219 art 9 s 1]

Enumeration of children from 6 to 21.—Persons to be living within the school district on the date of January enumeration, with bona fide residence, and who are over twenty-one years of age: *Provided*, That persons who were before the first day of September following will be considered to be twenty-one years of age on or before the first day of September and shall not be counted. [1913 C 219 art 9 s 3]

Penalty for refusing information.—Any person having care or control, who shall refuse to furnish the information or to sign the certificate as required, shall be deemed guilty of a misdemeanor and shall be fined in a sum not less than ten dollars nor more than twenty dollars. [1913 C 219 art 9 s 6]

Penalty for enumerator.—Any "enumerator" who shall knowingly contain the names of children not entitled to be counted, shall be deemed guilty of a misdemeanor, and upon conviction, shall be fined not less than ten dollars nor more than one hundred dollars for each offense. [1913 C 219 art 10 s 1]

COMPULSORY SCHOOL ATTENDANCE.

Children from 8 to 16; exceptions.—It shall be unlawful for any person living in the State of Oklahoma, to neglect or refuse to send to school or persons who are or may be under their control as children, who do not comply with the rules of some public, private or other school, if such means of education are provided for at least 66 per cent of the children of the school or schools of the district are maintained, which are maintained over the age of eight and under the age of sixteen, or by the school district board or board of education upon the recommendation of a licensed and practicing physician. [1913 C 219 art 13 s 1]

Enforcement; duties of school authorities, teachers, etc.—The school district board or any person living in the district shall be deemed guilty of a misdemeanor if he or she fails to see that justice of the peace of the township in which the school is located, or any person failing or refusing to comply with the provisions of this act, shall also be the duty of the teacher of the school to ascertain the cause from the school without a proper excuse and if so to advise the county superintendent of public instruction of that fact. Such county superintendent shall immediately give information to the county attorney of the county who shall immediately give information to the justice of the peace of the county where the offending party resides.

persons failing or refusing to compel the attendance of the child or children under his control to attend school for the time prescribed in the above section. [1913 C 219 art 13 s 2]

Poor relief for child failing to attend on account of poverty compelling employment.—If any widowed mother shall make affidavit to the effect that the wages of her child or children, under sixteen years of age are necessary to the support of such widowed mother, then the county superintendent of public instruction shall after careful investigation, upon the recommendation of the school district board, or board of education, furnish such child or children a certificate called a "scholarship" stating the amount of wages such child or children are receiving, or so much of such wages as shall be deemed necessary so long as such child or children shall attend the public school in accordance with the provisions of this article, which aid shall be allowed and paid upon certificate of the county superintendent of public instruction to the child or children holding such scholarship, by the county commissioners. [1913 C 219 art 13 s 4]

Penalty.—Any person violating the provisions of any section of this article shall be guilty of a misdemeanor and, upon conviction, shall be fined in any sum not less than ten dollars nor more than twenty-five dollars. Each day a child is out of school contrary to the provisions of this article shall constitute a separate offense. * * * [1913 C 219 art 13 s 5]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Nine hours a day in these establishments and in laundries, telephone offices, theaters, etc.—No female shall be employed or permitted to work in any manufacturing, mechanical or mercantile establishment, laundry, bakery, hotel, or restaurant, office building or warehouse, or telephone establishment or office or printing establishment, or book bindery, or any theater, show house or place of amusement, more than nine hours in any one day. [1915 C 148 s 1]

Stenographers, nurses, etc., excepted; other exceptions; 10 hours a day permitted in hotels and restaurants under certain conditions; compensation for overtime; application of act.—The hours of work may be so arranged to permit the employment of females at any time so that they shall not work more than nine hour[s] within twenty-four hours of any one day: *Provided however*, That in time of great disaster, calamity, or epidemic, telephone establishments may work their operators, with their consent, for a greater number of hours in any one day than above stated; said operators to be paid not less than double their regular compensation for such extra time: *Provided*, This act shall not apply to females who are registered pharmacists, or employed as stenographers, or nurses: *And provided further, however*, That in case of emergency in hotels, and restaurants, females may work to a maximum of ten hours during the twenty-four hours with their consent; such females to be paid not less than double their regular compensation for such extra time: *And provided further*, That this act shall apply only to towns and cities containing a population of 5,000 or more as shown by the last Federal census, or any Federal census hereafter taken. [1915 C 148 s 2]

SEATS FOR GIRLS

Seats to be provided and their use permitted in these establishments and in laundries, dressmaking establishments, hotels, theaters, etc.—Every employer in any manufacturing, mechanical or mercantile establishment, or workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, or theater, or telegraph or telephone establishment and office or any other establishment employing any female, shall provide suitable seats for all female employees and permit them to use such seats when not engaged in the active performance of the duties of their employment. [1915 C 148 s 3]

NOTE.—[See also Revised Laws 1910 section 3740 for similar provision in these and other establishments]

REGULATED OCCUPATIONS

PENALTIES

Violation of act.—Any employer, overseer, superintendent, foreman, or other agent of any such employer, who shall require any female to work in any of the places mentioned in section 1 and 2 more than the number of hours provided for in this act, during any day of twenty-four hours, or who shall fail, neglect or refuse to so arrange the work of females employed in said places mentioned in section 1 and 2, so that they shall work more than the number of hours provided for in this act during any day of twenty-four (24) hours or the number of hours prescribed in this act, in any one week, or who shall fail, neglect or refuse to provide suitable seats as provided in section 3, of this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than fifty (\$50.00) dollars nor more than two hundred (\$200.00) dollars, or imprisonment in the county jail not less than five (5) nor more than thirty (30) days, or by both such fine and imprisonment. [1915 C 148 s 4]

clared that the working of any person more than ten hours in one day, in any mill, factory or manufacturing establishment is injurious to the physical health and well-being of such person, and tends to prevent him from acquiring that degree of intelligence that is necessary to make him a useful and desirable citizen of the State. [1913 C 102 s 1]

Ten hours a day; exceptions; compensation for overtime.—No person shall be employed in any mill, factory or manufacturing establishment in this State more than ten hours in any one day, except watchmen and employees when engaged in making necessary repairs, or in case of emergency, where life or property is in imminent danger: *Provided however*, Employees may work overtime not to exceed three hours in any one day, conditioned that payment be made for said overtime at the rate of time and one-half the regular wage. [1913 C 102 s 2]

Court decision.—This section was not held to apply to one making ordinary repairs in a sawmill.—*State v. Young*, 145 Pac. 647 (1915).

Penalty.—Any employer who shall require or permit any person to work in any of the places mentioned in section 2 of this act more than the number of hours in said section provided for, during any day of 24 hours, or who shall permit or suffer any overseer, superintendent, or other agent of any such employer, to violate any of the provisions of this act, shall be guilty of a misdemeanor, and upon conviction thereof, shall be fined for such offense not less than \$50 nor more than \$500: *Provided*, That each day's violation of this act or any part thereof shall be deemed a separate offense. [1913 C 102 s 3]

Court decision.—This act is constitutional.—*State v. Bunting*, 139 Pac. 731 (1914).

1. The first part of the document is a list of the names of the persons who were present at the meeting.

2. The second part of the document is a list of the names of the persons who were absent from the meeting.

COAL MINES (ANTHRACITE)

NOTE.—[The provisions of Pamphlet Laws 344, Acts of 1905 (P L 344; S P D Supp 1905-1909 v 5 pp 5675-5678), relating to employment in anthracite coal mines, are apparently superseded by Pamphlet Laws 286, Acts of 1915.]

REGULATED OCCUPATIONS

APPLICATION OF ACT

Definitions.—The term “establishment,” where used for the purpose of this act, shall mean any place within this Commonwealth other than where domestic, coal mining or farm labor is employed; where men, women or children are engaged, and paid a salary or wages, by any person, firm or corporation, and where such men, women or children are employees, in the general acceptance of the term. [1905 P L 352 s 1; S P D Supp 1905-1909 v 5 p 5482]

Court decisions.—An incorporated club maintaining a bowling alley is an “establishment” within the meaning of the above section.—*McElhone v. Philadelphia Quartette Club*, 53 Pa. Super. Ct. 262 (1913). The word “industrial” used in the title of this act does not limit the term “establishment” used in section 1, and the pumping station of a water company is an establishment within the meaning of the act.—*McNabb v. Clear Springs Water Co.*, 239 Pa. 502 (1913).

ANY GAINFUL OCCUPATION

MINIMUM AGE AND EMPLOYMENT CERTIFICATES

NOTE.—[Sections 2, 5, and 6 of the above act (1905 P L 352 s 2, 5, and 6; S P D 1905-1909 v 5 pp 5482-5483), relating to minimum age and employment certificates, are apparently superseded by Pamphlet Laws 286, Acts of 1915.]

DANGEROUS OCCUPATIONS

MINIMUM AGE

Cleaning machinery in motion, operating elevators, etc., prohibited under 16.—No minor under sixteen years of age shall be permitted to clean or oil machinery while in motion, or to operate, or otherwise have the care or custody of, any elevator or lift. [1905 P L 352 s 4; S P D Supp 1905-1909 v 5 p 5483]

Court decision.—A child employed in violation of a former section on the above subject was not guilty of contributory negligence.—*Sullivan v. Hanover Cordage Co.*, 222 Pa. 40, 70 Atl. 909 (1908).

NOTE.—[The above section, in so far as it relates to oiling or cleaning machinery in motion, is apparently superseded by section 5, Pamphlet Laws 286, Acts of 1915, which raises the minimum age to 18.]

ANY GAINFUL OCCUPATION

HOURS OF LABOR

Time for midday meal required.—Not less than one hour shall be allowed for the noonday meal in any establishment. But the chief factory inspector may, for good cause, reduce the time for the noonday meal in establishments where all the other provisions of this act are observed, which entail duties upon the part of employers. [1905 P L 352 s 9; S P D Supp 1905-1909 v 5 p 5484]

NOTE.—[The above section appears to be superseded by section 6, Pamphlet Laws 1024, acts of 1913, so far as it applies to mealtime for females.]

REGULATED OCCUPATIONS

ENFORCEMENT

Laws, hours of labor, and lists to be posted.—Every person, firm or corporation employing men, women or children, in any establishment, shall post and keep posted in a conspicuous place, in every room where such help is employed, a printed copy of the factory laws, a printed notice stating the number of hours per day for each day of the week required of such persons; and in every room where children under sixteen years of age are employed, a list of their names, with their ages. [1905 P L 352 s 10; S P D Supp 1905-1909 v 5 p 5484]

Powers of commissioner of labor and industry.—It shall be the duty of the owner, superintendent, assistant or person in charge of any establishment to furnish, from

time to time, to the [commissioner of labor and industry] or his deputy any information required by the provisions of this act, and the [commissioner of labor and industry] and his deputies shall have authority to inspect any such establishment, at any time, for the purpose of enforcing the provisions of this act. [1905 P L 352 s 21; S P D Supp 1905-1909 v 5 p 5486]

PENALTIES

Violation of act, illegal employment, etc.—Any person who violates any of the provisions of the foregoing sections of this act, or who suffers any female, minor or a child to be employed in or about his or her establishment, in violation of any of the provisions of the foregoing sections of this act, or who, being authorized to administer oaths, shall violate any of the provisions of sections five and six of this act, shall be deemed guilty of a misdemeanor, and, on conviction, shall be punished by a fine of not less than twenty-five dollars and not more than five hundred dollars, or an imprisonment in the county jail for a term not less than ten days nor more than sixty days, for each and every such violation. In all cases the prosecution shall be instituted, in the name of the Commonwealth, by the deputy factory inspector of the district where the offense is alleged to have been committed, and the hearing shall be conducted by the alderman, justice of the peace or other committing magistrate before whom the information is lodged. * * * [1905 P L 352 s 23; S P D Supp 1905-1909 v 5 p 5487]

Court decision.—Employment of a child in violation of the statute is evidence of negligence. While the statute is penal, fine and imprisonment are not exclusive remedies, but an action for damages will lie where injury results from the unlawful employment of a child.—*Stahle v. Jaeger Automatic Machine Co.*, 220 Pa. 617, 69 Atl. 1116 (1908).

EMPLOYMENT CERTIFICATES, ETC.

NOTE.—[Section 25, Pamphlet Laws 352, Acts of 1905, relating to blank forms for employment certificates, subdivision of State into inspection districts, etc., is apparently superseded by section 18, Pamphlet Laws 286, Acts of 1915, regulating the preparation of employment certificate forms by the superintendent of public instruction, and by section 8, Pamphlet Laws 396, Acts of 1913, regulating the subdivision of State into inspection districts by the commissioner of labor and industry.]

IMMORAL OCCUPATIONS

MINIMUM AGE

Sending minors to immoral places prohibited; penalty.—Any person, firm, company or corporation, having authority over a minor, who knowingly takes or sends, or causes or permits such minor to be sent, to any house of prostitution or assignation, or other immoral place of resort or amusement, shall be guilty of a misdemeanor, and, on conviction thereof, shall be sentenced to pay a fine not exceeding one thousand dollars, or to undergo an imprisonment not exceeding one year, or both, at the discretion of the court. [1909 P L 59 s 1; S P D Supp 1905-1909 v 5 p 5224]

FACTORIES, WORKSHOPS, MERCANTILE ESTABLISHMENTS, STREET TRADES, ETC.

MINIMUM AGE

Employment under 18 regulated.—No minor under the age of eighteen years, except as hereinafter provided, shall be employed, permitted, or suffered to work, in, or about, or for any factory, workshop, rolling mill, sawmill, quarry, laundry, store; mercantile, printing, or binding establishment; dock, wharf; vessel or boat engaged in lake or river navigation or commerce, railroad, in the erection or repair of electric wires, business office, telegraph office, telephone office, stable, garage, hotel, restaurant, boot-black stand, or the transmission of newspapers, messages, or merchandise. [1909 P L 283 s 1; S P D Supp 1905-1909 v 5 p 5605]

DANGEROUS AND INJURIOUS OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 18; oiling machinery in motion, elevators, dangerous processes, etc.—Male minors over the age of eighteen years may be employed in any and all kinds of legal employment within the Commonwealth; but all minors

be employed or permitted to work between the hours of nine postmeridian and six antemeridian. [1909 P L 283 s 5; S P D Supp 1905-1909 v 5 p 5606]

NOTE.—[Section 5, Pamphlet Laws 283, Acts of 1909, quoted above, was repealed by Pamphlet Laws 1024, Acts of 1913, so far as it is inconsistent therewith. With the exception of the provisions in regard to mealtime, it is apparently superseded, in so far as it relates to minors under 16, by Pamphlet Laws 286, Acts of 1915.]

EMPLOYMENT CERTIFICATES AND RECORDS

NOTE.—[Sections 7-10 of Pamphlet Laws 283, Acts of 1909 (1909 P L 283 s 7-10; S P D Supp 1905-1909 v 5 pp 5606-5607), relating to employment certificates, are apparently superseded by Pamphlet Laws 286, Acts of 1915.]

REGULATED OCCUPATIONS

ENFORCEMENT AND PENALTIES

Duties and powers of commissioner of labor and industry and truant officers; violation of act, false statements, etc.—Any person who shall violate any of the provisions of this act, or any person who shall make a false statement, or shall present a forged birth certificate or baptismal certificate or passport, or other official or religious record of the minor's age, or a forged attested transcript thereof, for the purpose of securing an employment certificate under the provisions of this act, shall be deemed guilty of a misdemeanor; and, upon conviction thereof, shall for the first offense be sentenced to pay a fine of not less than ten dollars (\$10) nor more than twenty-five dollars (\$25), or to undergo an imprisonment in the jail of the proper county of not more than ten days, or both, at the discretion of the court; and for the second and any subsequent offense shall be sentenced to pay a fine of not more than fifty dollars (\$50), or to undergo an imprisonment in the jail of the proper county of not more than ninety days, or both, at the discretion of the court. It shall be the duty of the [commissioner of labor and industry], and the truant officers of the various school districts of this Commonwealth, to carry out the provisions of this act, and prosecutions for violation thereof may be instituted by the [commissioner of labor and industry], or the truant officer of the proper school district. [1909 P L 283 s 11; S P D Supp 1905-1909 v 5 p 5607 as amended by 1913 P L 69]

COAL MINES

MINIMUM AGE AND EMPLOYMENT CERTIFICATES AND RECORDS

NOTE.—[Section 1 and sections 3-6 of Pamphlet Laws 375, Acts of 1909, of which sections 1, 3, and 6 were amended by Pamphlet Laws 983, Acts of 1911, relating to minimum age and employment certificates, are apparently superseded by Pamphlet Laws 286, Acts of 1915, and section 2 of the same act, quoted below, is apparently superseded by the later law with the exception of the provisions in regard to meal time.]

HOURS OF LABOR

Ten hours a day, 58 a week, night work prohibited, and time for midday meal required under 16.—No minor under the age of sixteen years shall be employed, permitted, or suffered to work, in or about or for any establishment or industry named in section 2 of the [this] act [coal breaker or washery or outside workings of coal mine], for a longer period than ten hours in any one day, except when a different apportionment of the hours of labor is made for the sole purpose of making a shorter workday for one day of the week; nor shall a less period than thirty minutes be allowed for the midday meal; and in no case shall the hours of labor exceed fifty-eight in any one week. No minor under the age of sixteen years shall be employed or permitted to work between the hours of nine postmeridian and six antemeridian. [1909 P L 375 s 2; S P D Supp 1905-1909 v 5 p 5680 as amended by 1911 P L 537]

ENFORCEMENT AND PENALTIES

Duties of chief of department of mines and truant officers; violation of act, false statements, etc.—Any person who shall violate any of the provisions of this act, or any person who shall make a false statement, or shall present a forged birth certificate or baptismal certificate or passport, or other official or religious record of the minor's age, or a forged attested transcript thereof, for the purpose of securing an employment certificate under the provisions of this act, shall be deemed guilty of a misdemeanor; and, upon conviction thereof, shall for the first offense be sentenced to pay a fine of not less than ten dollars (\$10) nor more than twenty-five dollars (\$25), or to undergo

which, for the purposes of this act, are considered dangerous: Paper-lace machines, job or cylinder printing-presses operated by power other than foot-power; stamping machines used in sheet metal and tinware or in paper or leather manufacturing, or in washer and nut factories; metal or paper cutting machines; corrugating rolls, such as are used in making corrugated paper, or in roofing or washboard factories; dough-breaks, or cracker machinery of any description; wire or iron straightening or drawing machinery; rolling-mill machinery; power punches or shears; washing or grinding or mixing machinery; calender-rolls in paper and rubber manufacturing, or other heavy rolls driven by power; laundering machinery; upon or in connection with any dangerous electrical machinery or appliances. Nor shall any minor under sixteen years of age be employed or permitted to work, in any capacity, in adjusting or assisting in adjusting any belt to any machinery, or in proximity to any hazardous or unguarded belts, machinery, or gearing, while the same is in motion; nor on scaffolding; nor in heavy work in the building trades; nor in stripping, assorting, or manufacturing tobacco; nor in any tunnel; nor in a public bowling-alley; nor in a pool-or billiard-room; nor in the manufacture of paints, colors, or white-lead; nor in any capacity in preparing compositions in which dangerous leads or acids are used; nor in the manufacture or use of dangerous or poisonous dyes; nor upon any railroad, steam, electric or otherwise; nor upon any boat engaged in the transportation of passengers or merchandise; nor in operating motor-vehicles of any description; nor in any anthracite or bitumens coal-mine, or in any other mine; nor about blast furnaces; nor in or about any distillery, brewery, or any establishment where alcoholic liquors are manufactured or bottled.

No minor under eighteen years of age shall be employed or permitted to work in the operation or management of hoisting machines, in oiling or cleaning machinery, in motion; in the operation or use of any polishing—or buffing-wheel; at switch-tending, at gate-tending, at track-repairing; as a brakeman, fireman, engineer, or motorman or conductor, upon a railroad or railway; as a pilot, fireman, or engineer upon any boat or vessel; in or about establishments wherein gun-powder, nitroglycerine, dynamite, or other high or dangerous explosive, is manufactured or compounded; as a chauffeur of an automobile or an aeroplane.

No minor shall be employed or permitted to work in, or in connection with, any saloon or bar-room where alcoholic liquors are sold.

In addition to the foregoing, it shall be unlawful for any minor under eighteen years of age to be employed or permitted to work in any other occupation dangerous to the life or limb, or injurious to the health or morals, of the said minor, as such occupations shall, from time to time, after public hearing thereon, be determined and declared by the industrial board of the department of labor and industry: *Provided*, That if it should be hereafter held by the courts of this Commonwealth that the power herein sought to be granted to the said board is for any reason invalid, such holding shall not be taken in any case to affect or impair the remaining provisions of this section. [1915 P L 286 s 5]

Court decision.—A former section prohibiting the employment of children under 15 to oil the machinery in anthracite coal mines was held constitutional. It was held that an employer violating the statute could not set up contributory negligence as a defense in a suit for damages for injury, nor did the child assume the risk of its employment. —*Lenahan v. Pittston Coal Mining Co.*, 67 Atl. Rep. 642 (1907).

MESSENGERS

HOURS OF LABOR

Night work prohibited under 21.—No minor shall be permitted to work as messenger for a telephone, telegraph, or messenger company, in the distribution, collection, transmission, or delivery of goods or messages, before six o'clock in the morning or after eight o'clock in the evening of any day. [1915 P L 286 s 6]

STREET TRADES

MINIMUM AGE AND HOURS OF LABOR

Employment of boys under 12 and girls under 21 in selling newspapers, magazines, etc., prohibital; employment of boys under 14 and girls under 21 as bootblacks, scavengers, etc., prohibited; night work prohibited for boys under 16 and girls under 21.—No male minor under twelve years of age, and no female minor, shall distribute, sell, expose, or offer for sale any newspaper, magazine, periodical, or other publication, or any

age for such work, or is working at a time forbidden by law for such minor; or whenever any minor shall be employed or permitted to work in, or in connection with, any establishment, who, in the judgment of any officer charged with the enforcement of this act, is under sixteen years of age, and for whom the person employing or permitting such minor to work shall not have on file an employment certificate; such officer may demand from the person employing or permitting such minor to work that he shall either furnish to such officer, within ten days, evidence of age, as defined in section fifteen of this act, that such minor is in fact of legal age for the work in which he is engaged, or over, or sixteen years of age or over, as the case shall be, or shall cease to employ or permit such minor to work as aforesaid: *Provided*, That such person, by thus ceasing to employ or permit such minor to work, shall not be relieved from any of the fines or penalties provided in this act for the employment or work of a minor contrary to law. In case such person shall fail to furnish to said officer, within ten days after the making of such demand, the required evidence of age, and shall thereafter employ such minor or permit him to work as aforesaid, proof of the making of such demand and of failure to produce the evidence required shall be prima facie evidence of the illegal employment of such minor, in any prosecution brought therefor. [1915 P L 286 s 22]

REGULATED OCCUPATIONS

PENALTIES

Violation of act, hindering enforcing officers, etc.—Any person, or any agent or manager for any person, who shall violate any of the provisions of this act, or who shall compel or permit any minor to violate any of the provisions of this act, or who shall hinder or delay any officer in the performance of his duty in the enforcement of this act, shall, upon conviction thereof, be sentenced to pay a fine of not less than ten (\$10.00) dollars nor more than two hundred (\$200.00) dollars, or to undergo an imprisonment of not more than ten days, or both, at the discretion of the court. [1915 P L 286 s 23]

ENFORCEMENT

Duties and powers of commissioner of labor, attendance officers, etc.—It shall be the duty of the commissioner of labor and industry, the attendance officers of the various school districts, and the police of the various cities, boroughs, and townships of this Commonwealth, to enforce the provisions of this act. Prosecutions for violations of this act may be instituted by any factory inspector, attendance officer, or police officer, upon oath or affirmation. All prosecutions for violations of this act shall be in the form of summary criminal proceedings, instituted before a magistrate, alderman, or justice of the peace within the school district wherein the offense was committed. Upon conviction, after a hearing, the sentences provided in this act shall be imposed. All fines collected under this act shall be paid into the State treasury, for the use of the Commonwealth. [1915 P L 286 s 24]

Act in effect.—This act shall take effect on the first day of January, Anno Domini nineteen hundred and sixteen (1916). [1915 P L 286 s 26]

IMMORAL AND ILLEGAL OCCUPATIONS

MINIMUM AGE

Penalty; revocation of license.—The commission [commissioner of labor and industry] shall revoke any license issued under the provisions of this act, with or without a hearing, and may order such license to be returned for cancellation, if the employment agent has violated any provisions of this act or the rules and regulations issued thereunder, or if any cause appears on which a license might have been refused. [1915 P L 888 s 7]

Enforcement: powers of commissioner of labor and industry, etc.—For the purpose of enforcing this act and the rules and regulations issued thereunder, the commissioner or his duly authorized agent may enter any employment office, or place of business of any employment agent [person or corporation, etc., engaged in business of assisting employers to secure employees, and persons to secure employment], and inspect the registers, cards, or other records of such employment agent. In the performance of the duties herein required by law, the commissioner or his agents may, at any time,

enter any premises. If permission so to enter shall be refused or delayed by any person, the commissioner or his agent may, on oath or affirmation, declare before any alderman, magistrate or justice of the peace that permission to enter and to investigate has been refused or delayed; whereupon such alderman, magistrate, or justice of the peace may, upon payment of a fee of one dollar, issue a search-warrant for such premises. Such search-warrant shall describe, as nearly as may be, the premises which it is desired to search or investigate. The commissioner or his agent, armed with such search-warrant, shall have all the authority of a constable or other peace officer in the execution of such warrant. It shall be unlawful for any person to refuse or delay admission to any premises to the commissioner or his agent provided with a search-warrant as herein authorized. [1915 P L 888 s 15]

Employment agencies forbidden to send girls to immoral places, etc.—No employment agent shall furnish any female for immoral purposes; or send, or cause to be sent, any female employee, to enter as servant, inmate, or for any purpose whatsoever, any place of bad repute, house of ill-fame, or assignation house, or any house or place of amusement kept for immoral purposes, the character of which such employment agent could have ascertained upon reasonable inquiry. * * * [1915 P L 888 s 16]

Employment agencies forbidden to furnish employment to certain children.—No employment agent shall furnish employment to any child, in violation of the laws regulating the labor of children or their compulsory attendance at school. [1915 P L 888 s 17]

Penalty.—* * * Any person, co-partnership, association, or corporation that shall violate any of the provisions of this act shall be guilty of a misdemeanor, and upon conviction thereof shall be sentenced to pay a fine of not more than one hundred dollars, or to undergo imprisonment not exceeding one year, or both, at the discretion of the court; and, in addition thereto, such person, or each of the members of a co-partnership association, or each of the directors of the corporation, as the case may be, with guilty knowledge of the fact, may be sentenced to pay a fine of not more than one hundred dollars, or to undergo imprisonment in the jail in the proper county for a period of not exceeding one year, or both, at the discretion of the court. [1915 P L 888 s 21]

ished by a fine of not less than fifty pesos nor more than two hundred pesos for each offense. [1908 No 1868 s 2 as amended by 1913 No 2258 and by 1915 No 2449]

Powers of the director of labor, etc.—By and with the approval of the governor general, the director of labor or his deputies shall have power to administer oaths, to issue subpoenas and subpoenas duces tecum, and to receive and to take affidavits and the testimony of witnesses and experts, when making investigations authorized by this act. [1908 No 1868 s 3 as amended by 1913 No 2258]

Appointment and duties of director and assistant director of labor.—The bureau of labor shall have one chief and one assistant chief, who shall be appointed by the governor general, by and with the consent of the Philippine Commission, and who shall be known respectively as the director of labor and the assistant director of labor. The director of labor shall exercise the powers and perform the duties herein imposed upon the bureau of labor. The assistant director of labor shall perform the duties of the director of labor during the absence or disability of the latter and such other duties as may be required of him by the director of labor. * * * [1908 No 1868 s 4]

ALL OCCUPATIONS

CONTRACTS

Contracts with minors under 15, and of minors of 18 without consent of parent, etc., prohibited; enforcement: duties of director of labor.—All of the contracts made with laborers [by person or company in the contracting, enlisting, recruiting, or shipment of laborers] shall be supervised by the director of labor, whose duty it shall be to permit no contracting of minors under fifteen years, and minors of [sic] eighteen years without the written consent of their parents or guardians. [1915 No 2486 s 5]

Penalty.—Any violation of this act shall be punished by a fine of not to exceed two thousand pesos or by imprisonment for not more than two years, or by both fine and imprisonment in the discretion of the court. [1915 No 2486 s 6]

RAILROADS¹

HOURS OF LABOR

Period of rest after 12 hours' work for certain employees; exceptions.—It shall be unlawful for any corporation or receiver operating a line of railroad, as a public carrier, in whole or in part, in the island of Porto Rico, or any officer, agent or representative of such corporation or receiver to require or permit any conductor, engineer, fireman, brakeman, train dispatcher, telegraph operator, or any trainman who has worked in his respective capacity for twelve hours within a day of twenty-four hours, to again go on duty or perform any work for such railroad until he has had at least eight hours' rest: *Provided*, That this provision shall not apply in case of accident or casualty, or prevent train crews from taking a passenger train, or freight loaded exclusively with live stock or perishable freight to next nearest division point, upon such railroad: *Provided further*, That this section shall not apply to employees of sleeping car. [R S and C 1911 s 1663]

Enforcement: duties of attorney general; penalty.—Any corporation or receiver operating a line of railroad, as a public carrier, in whole or in part, in this island, who shall violate any of the provisions of this act [s 1663-1664], shall be liable to the people of Porto Rico for a penalty of not less than one hundred dollars, nor more than five hundred dollars, at the discretion of the court, for each offense, and such penalties shall be recovered and suit therefor shall be brought in the name of the people of Porto Rico, in a court of proper jurisdiction in any district through which such railroad may run, by the attorney general of Porto Rico, or under his direction, or by the fiscal of said district. [R S and C 1911 s 1664]

DANGEROUS AND INJURIOUS OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 16 in acrobatic feats prohibited; penalty.—The exhibition of children of either sex, under sixteen years of age, in acrobatic feats endangering their lives, is hereby prohibited, and any person violating the provisions hereof shall be fined from five to fifteen dollars, or imprisonment [imprisoned] not to exceed thirty days for each offense. [R S and C 1911 s 1777]

MANUFACTURING ESTABLISHMENTS AND AGRICULTURAL FACTORIES

HOURS OF LABOR

More than six hours a day not to be compulsory under 16; penalty.—No child of either sex, under sixteen years shall be compelled to work in agricultural factories and manufacturing establishments over six hours per day, three in the morning and three in the afternoon. All persons who shall violate this provision shall be fined in a sum of from five to fifteen dollars, or imprisonment [imprisoned] not to exceed thirty days for each offense. [R S and C 1911 s 1780]

ALL OCCUPATIONS

HEALTH OF MINORS

Inhumane treatment to compel work under 16 prohibited; penalty.—No foreman, teacher or other person having under his charge the work, care or education of a minor under sixteen years of age, shall resort to inhumane treatment to compel such minor to work or to study. Any violation of the provisions hereof shall be punished with a fine of from five to fifteen dollars or imprisonment not to exceed thirty days for each offense. [R S and C 1911 s 1781]

WAGES, ETC.

Child living independently to have control of property, etc.—Property acquired by an unemancipated child by labor or industry, or for any valuable consideration, belongs to the said child, but the usufruct thereof belongs to the parents having potestas over him whilst he lives in their company; but if the child, with the consent of his

¹ See court decision on page 7 (New York).

Provided, That this section shall not comprise any child who resides in a community in which there are no schools within a reasonable distance wherein accommodation can be furnished, nor any orphan child or any child who for any other reason depends on his own efforts for support, nor any child whose parents are invalids and depend exclusively upon the work of the child for their maintenance. In such cases a certificate shall be obtained from the alcalde of the municipality wherein said child resides, which certificate shall state the fact that such condition or necessity exists, and authorize the employment of said child. A copy of this authorization shall be forwarded to the bureau of labor within the ten days following the issuance thereof: *Provided further*, That if said child resides at a distance of one kilometer from a night school under the direction of the department of education of Porto Rico, said certificate shall be effective only during the time that the attendance of said child at the aforesaid night school shall be certified to monthly by the teacher of the school, unless a just cause should exist for the nonattendance of the child at said school. All employers of children from whom certificates are required under the provisions of this act, shall file these certificates, subject to the inspection of the officers of the department of education and of the inspectors of the bureau of labor. When such employment shall cease the certificates shall be returned to the children in whose names they may have been issued. [1913 No 42 s 4 as amended by 1913 Extraordinary Session No 139]

MINIMUM AGE AND HOURS OF LABOR

Employment under 10 prohibited; 7 hours a day, 42 a week, and night work prohibited, under 16; 8 hours a day, 48 a week, on agricultural estates under 16.—No child under the age of sixteen years shall be employed or permitted to work in any establishment for more than seven hours a day, nor for more than forty-two hours a week, nor in or upon any agricultural estate for more than eight hours a day nor for more than forty-eight hours a week, nor in any lucrative occupation between the hours of 6 p. m. and 6 a. m. No child under the age of ten years shall be employed or permitted to work in any lucrative occupation. [1913 No 42 s 5 as amended by 1913 Extraordinary Session No 139]

EMPLOYMENT CERTIFICATES

Age certificates required under 16; municipal secretary to issue certificates; fees forbidden.—No child under the age of sixteen years shall be employed unless the employer shall obtain and preserve, subject to the inspection of the officers of the department of education and the agents of the bureau of labor, a certificate of his age issued by the municipal secretary of the town where the child was born or resides. In case there is no entry of the birth of the said child in the civil registry of the town where the child was born or resides, the municipal secretary shall issue a certificate setting forth the age of the child based upon an affidavit or sworn declaration of one of the parents of the said child, or of his legal guardian or relative next of kin, or in default of these upon the affidavit or sworn declaration of two reputable persons who have knowledge of and can depose to the age of the said child. No fees shall be charged for issuing the certificates. [1913 No 42 s 6 as amended by 1913 Extraordinary Session No 139]

STREET TRADES

MINIMUM AGE

Employment of boys under 12 and of girls under 16 during school hours prohibited.—No boy under the age of twelve years and no girl under the age of sixteen years shall sell newspapers, candies or other merchandise on any of the streets or public squares, nor work as bootblacks in said places during school hours in the public schools of Porto Rico. [1913 No 42 s 7]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 14 in selling alcoholic liquors, etc., prohibited.—No father, employer or other person who has in his care a child under the age of fourteen years shall procure for the said child or consent under any circumstances to the child's being engaged in the following occupations: 1. Begging or receiving alms or any form of mendicity. 2. Labor, practices or exhibitions which are dangerous or injurious to health and morals. 3. Manufacturing, using or selling of [sic] malt and alcoholic liquors. [1913 No 42 s 8 as amended by 1913 Extraordinary Session No 139]

ALL ESTABLISHMENTS

HEALTH OF MINORS

Air and floor space where boys under 18 and girls of any age are employed.—Any room or department of any establishment where women and children under the age of eighteen years work, shall have such capacity that the space corresponding to each employee shall be not less than 250 cubic feet, and except in cases where written authorization is obtained from the chief of the bureau of labor, the capacity of air corresponding to each employee shall not be less than 400 cubic feet. [1913 No 42 s 9]

Ventilation where boys under 18 and girls of any age are employed.—All employers or heads of establishments where women and children under the age of eighteen years work, shall provide and see that there shall be in each working room of said establishment appropriate and sufficient means of ventilation. If during the hours of daily work excessive heat, vapors, gases, dust or other impurities injurious to health should be produced, the room shall be ventilated in such a manner as to place the same in the best condition possible, in accordance with the laws of sanitation. [1913 No 42 s 10]

Cleanliness where boys under 18 and girls of any age are employed.—All establishments where women and children under the age of eighteen years are engaged in occupations which produce dust, shall be whitewashed or painted at least once every twelve months. All the floors of the rooms of such establishments shall be washed perfectly with soap and water at least once every month; and all dressing rooms and water-closets of said establishments shall be conveniently washed not less than once each week. [1913 No 42 s 11]

REGULATED OCCUPATIONS

PENALTIES

Violation of act.—All employers who violate this act or any section or provision thereof shall be guilty of a misdemeanor and punished by a fine of not less than \$25 nor more than \$100. For every violation of this act or of any of the sections or provisions thereof after the first violation, the employer shall be guilty of a misdemeanor and punishable by a fine of not less than \$100 nor more than \$1,000. [1913 No 42 s 12]

DEFINITIONS

Terms used in this act.—The following definitions of the words and phrases used herein shall be accepted in connection with this act unless a different meaning is deduced from the text hereof: "Employer" includes all natural or artificial persons and the administrator, superintendent, foreman, mayor domo and representative of said natural or artificial persons. "Lucrative occupation" includes all work or works in factories, mills, centrals, machine shops or establishments or places of any kind where a factory or mechanical enterprise is carried on; in storehouses, stores, establishments or places of any kind where mercantile transactions are carried on, or estates, plantations, farms or places of any kind where agricultural [sic], horticultural [sic] or pasturing is carried on and in all enterprises of mining or fishing. "Establishment" includes all buildings, factories, workshops, stores or other places of a like kind where any lucrative occupation exists. "Plantation" includes all plantations, farms or other parcels of land where any lucrative occupation is carried on. [1913 No 42 s 13]

ENFORCEMENT

Duties and powers of bureau of labor.—The bureau of labor is hereby authorized to carry out the provisions of this act, to prosecute violations of the same, to summon witnesses, administer oaths and take testimony, to compel the introduction of evidence and to visit or examine through its chief or his assistants the buildings of any establishment or estate to which this act refers, during the hours when the employees are at work. [1913 No 42 s 14]

APPLICATION OF ACT

Agricultural or horticultural pursuits excepted from 10 to 16 under certain conditions.—The said act [1913 C 42 s 1-14] approved March 13, 1913, entitled "An act regulating the work of women and children, and protecting them against dangerous occupations," shall not apply to children under sixteen and over ten years of age who are employed in picking or gathering coffee or in planting, picking or tending in the field any agricultural or horticultural products in company with or under the direct personal supervision of their parents, guardians, or relatives over sixteen years of age. [1913 Extraordinary Session No 139 s 6]

this section, and for every neglect of such duty the person having control of such child shall be fined not exceeding twenty dollars: *Provided*, That if the person so charged shall prove or shall present a certificate, made by or under the direction of the school committee of the city or town wherein he resides, setting forth that the child has already completed the elementary studies above mentioned; or that the child has attended for the required period of time a private day school, or upon private instruction, approved by the school committee of the city or town where said private school was located or said private instruction was given; or that the physical or mental condition of the child was such as to render his attendance at school inexpedient or impracticable; or that the child was destitute of clothing suitable for attending school and that the person having control of said child was unable to provide suitable clothing; or that the child was excluded from school by virtue of some general law or regulation—then such attendance shall not be obligatory nor shall such penalty be incurred; but nothing in this section shall be construed to allow the absence or irregular attendance of any child who is enrolled as a member of any school, or of any child sent to school by the person having control of such child. [G L 1909 C 72 s 1]

Appointment, duties, and powers of truant officers.—The school committee of each city or town shall annually in the month of December appoint one or more persons as truant officers, who shall by virtue of said appointment be clothed with the power of special constables, and fix their compensation, which shall be payable from the appropriation for public schools. The school committee may also furnish all necessary supplies and clerical assistance for the proper and efficient performance of the duties of the truant officer. The school committee of two or more cities or towns may appoint the same truant officer or officers, and any school committee that appoints teachers or other employees on a different tenure of office than annual appointments, may appoint truant officers on a similar tenure in lieu of the annual appointment above mentioned in this section and may fix their compensation from time to time. Said truant officers shall under the direction of the school committee inquire into all cases arising under the provisions of this chapter, and shall alone be authorized in case of violation of any of the provisions of this chapter, to make complaint therefor; they may also serve all legal processes issued in pursuance of this chapter * * *. [G L 1909 C 72 s 3]

ALL OCCUPATIONS

MINIMUM AGE AND EMPLOYMENT CERTIFICATES

Enforcement: duties and powers of truant officers; penalty for failure to produce certificates, etc.—The truant officers may visit any places or establishments where such minor children as are described in the preceding sections of this chapter are employed, to ascertain whether the provisions of this chapter are duly complied with, and may as often as twice in every year demand from all employers of such children a report containing the names of all children who have not completed sixteen years of life that are employed by them, such report to give the names, ages, and residences of all such children; and all employers of such children shall, upon request, produce for the inspection of the truant officer the certificates prescribed in chapter seventy-eight; and for any refusal to make such reports as are above provided for, or for any refusal to produce the above-mentioned certificates, any employer of such children shall be fined not exceeding ten dollars. [G L 1909 C 72 s 4]

MANUFACTURING AND BUSINESS ESTABLISHMENTS, ETC.

MINIMUM AGE, HOURS OF LABOR, AND EMPLOYMENT CERTIFICATES

Employment under 14 prohibited; night work prohibited under 16; age and employment certificates required from 14 to 16; school authorities to issue certificates; age and health records required; educational requirements; method of issuing and contents of certificates; revocation of certificates; evidence of age for child apparently under 16; evidence of illegal employment; certificate to be returned to child or issuing office; records of issuing office; penalties.—No child under fourteen years of age shall be employed or permitted or suffered to work in any factory, manufacturing or business establishment within this State, and no child under sixteen years of age shall be employed or permitted or suffered to work in any factory or manufacturing or business establishment within this State between the hours of eight o'clock in the afternoon of any day and six o'clock in the forenoon of the following day. No child under sixteen years of age shall be employed or permitted or suffered to work in any factory or manufacturing or busi-

one of this chapter which fixes the penalty for the refusal to show to the inspector the certificate provided for in that section. [G L 1909 C 78 s 12]

ENFORCEMENT

Act to be posted.—A printed copy of this chapter shall be posted by the inspector in each workroom of every factory, manufacturing or mercantile establishment in which persons are employed who are affected by the provisions of this chapter. [G L 1909 C 78 s 13]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR.

Enforcement: duties and powers of factory inspectors.—The factory inspectors, in addition to their duties otherwise provided, enforce the provisions of section two, chapter two hundred forty-nine and may prosecute all violations of this chapter before any court of competent jurisdiction in the State. [G L 1909 C 78 s 15]

MESSENGERS

HOURS OF LABOR

Night work prohibited under §1.—No person under the age of twenty-one years shall be employed or permitted or suffered to work as a messenger for a telegraph, telephone or messenger company in the distribution, transmission or delivery of goods or messages before five o'clock in the morning or after ten o'clock in the evening of a day. [G L 1909 C 78 s 32 as added by 1912 C 814]

Penalty.—Any person who either as principal or agent shall employ, suffer or permit to work any person in violation of the provisions of the preceding section shall be deemed guilty of a misdemeanor and on conviction shall be punished by a fine of not less than twenty dollars, or [nor] more than fifty dollars for the first offense, and for a second offense by a fine of not less than fifty dollars, or [nor] more than one hundred dollars, or by imprisonment for not less than ten days, or [nor] more than six months, or by both such fine and imprisonment. [G L 1909 C 78 s 33 as added by 1912 C 814]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of minors to sell, etc., prohibited; exceptions; penalty.—Every person who * * * shall suffer or allow any minor or woman to sell or serve intoxicating liquor, except in licensed taverns or licensed victualing houses, shall be fined not less than one hundred dollars and be imprisoned not less than ninety days nor more than one year and shall be thereafter for the term of five years disqualified for holding any office under this chapter. [G L 1909 C 123 s 13]

Enforcement: duties of special constables.—The town councils of the several towns shall appoint special constables to enforce the laws of the State prohibiting, regulating or in any manner regulating the sale of intoxicating liquors. [G L 1909 C 123 s 14]

Additional penalty.—Whoever by himself, his agent, or servant * * * shall suffer or allow any minor or woman to sell or serve intoxicating liquor, except in licensed taverns or licensed victualing houses * * * shall forfeit one hundred dollars for each offense to be recovered by the husband of such woman or the guardian of such minor in an action for debt. * * * [G L 1909 C 123 s 15]

ELEVATORS

MINIMUM AGE

Employment under 18 prohibited; enforcement: duties of building and factory inspectors; liability for damages; penalty.—* * * No person under the age of sixteen years shall take charge of or operate any passenger elevator. It shall be the duty of every inspector of buildings, elected or empowered under the provisions of this chapter, to inspect all elevators in every building within his jurisdiction. It shall be the duty of the factory inspectors appointed or empowered by law to inspect all elevators in every building within their jurisdiction in any city or town.

picking up, or collecting cigar stamps, bones, or refuse from markets, or in begging, or in any mendicant or wandering occupation, or in peddling in places injurious to the morals of such child; * * * or in any illegal, obscene, indecent, or immoral purpose, exhibition or practice whatever; or for or in any business, exhibition or vocation injurious to the health or morals, or dangerous to the life or limb of such child, or who shall cause, procure or encourage any such child to engage therein, or who after being notified by an officer mentioned in section six of this chapter to restrain such child from engaging therein, shall neglect or refuse to do so, shall be held guilty of a misdemeanor and shall, for every such offense, be imprisoned not exceeding one year or be fined not exceeding two hundred fifty dollars, or be both fined and imprisoned as aforesaid, and shall forfeit any right which he may have to the custody of such child. [G L 1909 C 130 s 4]

Employment under 16 in rope walking, dancing, theatrical exhibitions, etc., prohibited; exceptions; penalty for employer, etc.—Every person who shall take, receive, hire or employ, exhibit, or have in custody, or who shall cause to be taken, hired or employed, exhibited, or held in custody, any child under the age of sixteen years, for any of the purposes prohibited in the preceding section, shall be held guilty of a misdemeanor, and shall be punished for every such offense in the manner provided in said section. [G L 1909 C 130 s 5]

Enforcement: powers of police officers, etc.—The town sergeant of any town, the chief of police of any city, or the general agent or agents of the Rhode Island Society for the Prevention of Cruelty to Children may enter any place where any child may be held, detained or employed in violation of this chapter, and without process of law seize and detain such child and hold him as a witness to testify upon the trial of any person charged with violating the provisions of this chapter * * *. [G L 1909 C 130 s 6]

STREET RAILWAYS

HOURS OF LABOR

Ten hours a day's work for certain employees; exceptions; compensation for overtime.—A day's work for all conductors, gripmen, and motormen now employed or who may hereafter be employed in the operation of all street railways, of whatever motive power, in this State shall not exceed ten hours' work, to be performed within twelve consecutive hours. No officer or agent of any corporation operating street cars, of whatever motive power, in this State shall on any day exact from any of its said employees more than the said ten hours' work within the twenty-four hours of the natural day, and within twelve consecutive hours: *Provided however*, That on all legal holidays and on occasions when an unexpected contingency arises demanding more than the usual service by such street railway corporation to the public, or from such employees to the corporation, and in case of accident or unavoidable delay extra labor may be performed for extra compensation; and that nothing herein contained shall affect existing written contracts. [G L 1909 C 218 s 1]

Ten hours in absence of agreement for certain employees; longer hours permitted over it.—The true intent and purpose of this chapter is hereby declared to be to limit the usual hours of labor of the above-mentioned employees of street railway corporations, in the absence of agreement as to such hours between such employees and their employer, to ten hours' actual work a day, to be performed within a period of twelve consecutive hours, whether such employees be employed by the trip or trips, the job, the hour, the day, the week, the month, or in any other manner. But nothing in this chapter contained shall be construed to forbid or prevent any such employee, being of the age of twenty-one years or upwards, from laboring a greater or lesser number of hours a day, in accordance with his contract so to do; nor to impose any penalty upon any person or corporation for permitting such employees to labor such greater or lesser number of hours in the performance of such contract. [G L 1909 C 218 s 2]

Penalty.—Any street railway corporation violating any of the provisions of the preceding sections of this chapter shall be fined not less than one hundred dollars nor more than five hundred dollars * * *. [G L 1909 C 218 s 3]

Constitutional decision.—This act is constitutional.—In re Ten-Hour Law for Street Ry. Corporations, 24 R. I. 605, 34 Atl. 602 (1902).

FACTORIES AND MERCANTILE AND OTHER ESTABLISHMENTS

TOILETS FOR GIRLS

Separate toilets for the sexes.—Every factory, mercantile or other establishment or office where two or more males and two or more females are employed together, shall be provided with a sufficient number of separate water-closets, earth closets or privies for the use of each sex, and plainly so designated; and no person shall be allowed to use a closet or privy which is provided for persons of [the] other sex. Such water-closets, earth closets or privies, shall be kept clean and free from disagreeable odors. [1912 Civ C C 19 art 11 s 869]

Penalty.—Whoever violates the provisions of section 869 of the Civil Code, in reference to water-closets in factories, shall be punished by a fine of not less than ten (\$10) dollars nor more than thirty (\$30) dollars. [1912 Crim C C 16 s 428]

ALL OCCUPATIONS

AGE CERTIFICATES

Certificates required under 14.—Every person, firm or corporation employing children shall procure from the parent, guardian, or person in custody of said child or children a signed statement in which shall be recorded the name, birthplace, age and place of residence of every such child under fourteen years of age, and the same shall be produced for inspection on demand of the commissioner or his agents or inspectors. [1912 Civ C C 19 art 11 s 871]

REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of inspectors.—The inspectors appointed under this article [s 851–874] [two inspectors to assist the commissioner in the discharge of the duties imposed by this article] are empowered to visit and inspect, at reasonable hours and as often as practicable, the factories, workshops and other establishments in this State referred to in this article, and shall report to the commissioner [of agriculture, commerce and industries] the result of their inspections. They shall enforce the provisions of this article and prosecute all violations of the same. [1912 Civ C C 19 art 11 s 872]

ALL OCCUPATIONS

WAGES

Wages of minor belong to parent, etc.; exceptions.—If any person shall hire or employ any minor, or person under the age of twenty-one years, without the knowledge and consent of the parents or guardian of such minor, such person shall pay to said parent or guardian the full value of the labor of said minor from and after notice from the parents or guardian that payment of such service shall be made to him or them, and in the case may be: *Provided*, This section shall not apply to cases where the parent or guardian fails or refuses to furnish the minor a home and support, in which cases the minor shall have the right to make contracts in regard to his own labor and enforce the same in his own name and for his own benefit, and the employer shall be responsible to the minor only in such cases. [1912 Civ C C 82 art 4 s 3788]

MESSENGERS IN CITIES

MINIMUM AGE AND HOURS OF LABOR

Employment under 14 prohibited; night work prohibited under 18.—In cities of five thousand inhabitants and over no child under fourteen years of age shall be employed, permitted or suffered to work as a messenger for any telegraph, telephone or messenger company in the distribution or delivery of goods or messages, nor shall any minor child or person under eighteen years of age be so employed, permitted or suffered to work before five o'clock in the morning or after ten o'clock in the evening [of] any day. [1912 No 405 s 1]

Enforcement: duties and powers of commissioner of agriculture, commerce, and industries.—It shall be the duty of the commissioner of agriculture, commerce and industries.

That where no such petition is filed, signed by a majority of the electors as here provided, upon the filing of a petition signed by one-fourth of the qualified electors of such district or aggregation of districts, an election shall be ordered by the county board of education, submitting to the qualified electors of such district or aggregation of districts, the question of compulsory school attendance or no compulsory school attendance for said district or aggregation of districts: *Provided further*, That the county board of education, in all school districts containing a town of a population of 1,500 or more inhabitants, upon the petition of a majority of the board of trustees shall order such election. The said election shall be held at the schoolhouse, schoolhouses, for white children, in the said district or aggregation of districts. The managers shall be appointed by the board of trustees of each district, and the election shall be conducted in accordance with the rules governing general elections. The county board of education shall supply printed ballots, as follows: "Compulsory school attendance accepted;" "Compulsory school attendance rejected," and if the majority vote in the said election "Compulsory school attendance accepted," then the provisions of this act shall apply to the said district or aggregation of districts. The said election shall be held on the second Tuesday in June, one thousand nine hundred and fifteen, following the filing of the said petition, or on the second Tuesday in June of any subsequent year. Any district omitting, failing or refusing to accept compulsory school attendance as herein provided, either by petition or election, may adopt the provisions of this act in any subsequent year, either by petition or by election as herein above provided. [1915 No 98 s 9]

Enforcement: powers of the county board of education, board of trustees, etc., to make rules and regulations.—The board of education of each county, and in case of towns and cities of two thousand inhabitants, the board of trustees therein shall have power at any meeting to make such rules and regulations not in conflict with the provisions hereof as they may deem best with reference to the time, place and hours for school attendance so as to secure the attendance of all children between the ages of eight and fourteen years upon the schools of the county as herein provided and such rules and regulations, when approved by the county superintendent of education, and posted at the courthouse door and at the door of each public schoolhouse in the territory affected thereby, shall have the force of law until, and unless, they have been revoked or appealed by the State board of education. The operation of such rules and regulations may be suspended by the State superintendent of education during the pendency of such appeal. [1915 No 98 s 10]

conviction, shall be punished by fine not exceeding one hundred and not less than ten dollars. [R C 1903 Pen s 764]

NOTE.—[See section 1, chapter 240 of the Acts of 1913, which prohibits more than ten hours a day being compulsory in any occupation under 14.]

ALL OCCUPATIONS

WAGES

Minor entitled to wages unless claimed by parent.—The wages of a minor employed in service may be paid to him or her until the parent or guardian entitled thereto gives the employer notice that he claims such wages. [R C 1903 Civil s 124]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 14 in street singing, variety theaters, and places where intoxicating liquors are sold, etc., prohibited.—It shall be unlawful for any person having the care, custody or control of any child under the age of fourteen years, and for all other persons, to exhibit, use or employ such child either as a mendicant, or peddler, or actor, performer or singer on the streets, or in any concert hall or room where intoxicating liquors are sold or given away, or in any variety theater, or for any illegal, obscene, indecent or immoral purpose, exhibition or practice whatsoever, or for any business, exhibition or vocation injurious to the health or morals or dangerous to the life or limb of such child, or cause, procure or encourage such child to engage therein * * *. [1903 C 88 s 1]

Penalty.—Any person or persons who shall be convicted of violating any of the provisions of this act shall be fined not to exceed one hundred dollars, or be imprisoned in the county jail not to exceed thirty days, or both, in the discretion of the court; and upon conviction for a second and subsequent offense, shall be fined not to exceed two hundred dollars or be imprisoned in the county jail not to exceed six months. [1903 C 88 s 3]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 6 to 21 in districts; penalty for false returns.—It shall be the duty of the clerk of the school district board or clerk of the board of education or some person employed by him in each district in the State on or before the first Monday in June of each year to take the census of all children under twenty-one and over six years of age residing in the district. In all cases where the clerk employs another person to take the school census, before entering upon the duty of taking the school census such person shall take and subscribe an oath to perform faithfully the duties of census enumerator of such school district to the best of his ability and that he will by a house to house visitation or by conference with a member of each family enter in the said census names of all children of legal school age, as herein defined, and none other, and said oath he shall file with the county superintendent of schools. The census shall show the age of the child on May first, the name of the parent or guardian of each, and shall be filed with the county superintendent on or before the said first Monday in June. The clerk shall also place one copy of said census in the register of each school in the district. In taking the census the clerk, either by a house to house visitation or by conference with a member of each family shall determine positively the data regarding all children entitled to be enrolled on the census as herein defined. If any clerk or person employed by him shall willfully enter and return in said census the names of any children not lawfully entitled to enrollment on account of either age or residence he shall be guilty of a misdemeanor, and upon conviction thereof shall be subject to a fine not exceeding one hundred dollars. For the labor incurred in taking the census, the clerk or person employed by him shall be entitled to receive such remuneration as shall be fixed by the district board, which shall be paid from the district treasury. No clerk or person employed by him shall receive pay for the service of taking the census until said report shall have been approved by the county superintendent and the chairman of the district board notified by the county superintendent.

State, and shall lodge with the proper States attorneys information of such violations as may come to its knowledge. [1907 C 220 s 4]

Application of act.—The provisions of this act shall not be applied to relief or wreck trains. [1907 C 220 s 5]

ALL OCCUPATIONS

HOURS OF LABOR

Ten hours a standard day's work; longer hours not to be compulsory for boys under 14 and girls of any age; penalty; section not to apply to farm or domestic labor, etc.—Unless a shorter time be agreed upon, the standard day's work for women and girls and children shall not exceed ten hours in each day. Any employer or other person having control who shall compel any woman, or girl, or child under the age of fourteen years to labor more than ten hours in any one day shall be guilty of a misdemeanor and punishable by a fine not to exceed one hundred dollars or by imprisonment in the county jail for not more than thirty days or by both such fine and imprisonment: *Provided*, This section shall not apply to farm laborers or to domestic servants or to persons engaged in the care of livestock. [1913 C 240 s 1]

NOTE.—[See also section 764 of the Revised Codes, 1903, Penal, which prohibits employment under 14 and compulsory employment under 18 for more than 10 hours a day.]

FACTORIES, WORKSHOPS, MINES, MERCANTILE ESTABLISHMENTS, ETC.

MINIMUM AGE AND HOURS OF LABOR

Employment under 14 prohibited; mercantile establishments excepted during vacation; employment under 16 in dangerous, injurious, and immoral occupations prohibited; 10 hours a day, 60 a week, under 16; Saturdays and 10 days preceding Christmas excepted.—No child under fourteen years of age shall be employed at any time in any factory or workshop or about any mine, nor shall he or she be employed in any mercantile establishment except during the vacation of the public schools. No child under sixteen years of age shall be employed at any time in any such occupation dangerous to life, health or morals, nor shall he or she be employed for more than ten hours in any day or sixty hours in any week, except that on Saturdays and for ten days prior to Christmas he or she may be so employed until ten o'clock p. m., except as otherwise provided in section 7,¹ of this act. [1913 C 240 s 2]

EMPLOYMENT CERTIFICATES AND RECORDS

Certificates and lists required under 14; school authorities to issue certificates; contents of certificates.—No child under fourteen years shall be employed in any factory, workshop, mine or mercantile establishment unless the employer shall keep on file the certificate herein required, and a complete list of such employees. Such certificate shall be executed by the county superintendent of schools, where there is one, or by some person authorized by him in writing. It shall state the name, date and place of birth, and the age of the child, and that he can read at sight, and write in a legible hand, simple English sentences; or that he is a regular attendant at some school, or during the past twelve months has attended school as required by law, or has been lawfully excused therefrom. Attendance at a private school shall be certified to by the teacher thereof on this certificate. [1913 C 240 s 3]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties and powers of county superintendent of schools.—Every factory, workshop, mine, mercantile establishment or other place in or in connection with which children are engaged at labor of any kind, shall at all times be subject to visitation by the county superintendent of schools. [1913 C 240 s 4]

¹ The section referred to is evidently section 5, as section 7 relates to cleanliness in factories and workshops.

EXCEPTIONS

Permit authorizing employment may be granted on account of poverty; school authorities to issue permits.—Whenever it appears upon investigation that the labor of a minor who would otherwise be barred from employment under the provisions of this act, is necessary for his support or that of the family to which he belongs, the county superintendent of schools of the county, or chairman or president of the school board of the district in which he resides, may issue a permit authorizing his employment within certain hours, to be fixed therein. [1913 C 240 s 5]

FACTORIES AND WORKSHOPS

TOILETS AND DRESSING ROOMS FOR GIRLS

Separate toilets for the sexes; separate dressing rooms when needed.—Every factory, mill or workshop where women, girls and children are employed, shall be kept clean and free from effluvia arising from any sewer, drain, privy or water-closet; be properly ventilated and provided with privies or water-closets for the separate use of male and female employees, and all time kept in a sanitary condition. Whenever the labor performed is such as to require a change of clothing, separate dressing rooms shall be provided for the sexes. [1913 C 240 s 6]

HEALTH OF MINORS

Cleanliness where women and children are employed.—The interior of every factory and workshop in this State where women, girls and children are employed shall be lime-washed or painted at least once in every twelve months. Every floor of any room in said factory shall be thoroughly cleaned with soap and water at least once in two weeks and every dressing room and water-closet in said factory shall be thoroughly cleaned with soap and water once every week. [1913 C 240 s 7]

REGULATED OCCUPATIONS

PENALTIES

Violation of act.—Every firm, person, association or corporation, and every officer, agent or employee thereof, violating the provisions of this act shall be guilty of a misdemeanor, and upon conviction shall be punished by a fine of not less than ten dollars nor more than one hundred dollars, or by imprisonment in the county jail not more than thirty days, or [by] both such fine and imprisonment in the discretion of the court. [1913 C 240 s 8]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS, ETC.

SEATS FOR WOMEN AND CHILDREN

Seats to be provided and their use permitted.—Every employer of females and children in any mercantile, manufacturing, hotel, or restaurant business, and every agent in charge of any such business, shall provide and maintain suitable seats in the room where they work, and permit such use thereof by them as may be necessary for the preservation of their health. [1913 C 240 s 9]

Penalty.—A violation of the foregoing [section] shall be a misdemeanor punished by a fine of not less than two or [nor] more than ten dollars. [S C 1896 Supp 472 s 3]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of all persons from 6 to 21.—The duties of the clerk of the district shall be as follows: (1) Within thirty days after his appointment, and annually thereafter in the month of July, to take a census of all persons, residing in the school district, between the ages of six and twenty-one years, and to gather the statistics relating to education, according to forms furnished by the superintendent of public instruction. * * * [S C 1896 s 1432]

Enumeration of scholastic population in districts.—The duties of the said clerk and advisory board shall be as follows:

* * * * *

4. To have the secretary enumerate the scholastic population in the civil district annually during the month of July, and report same to the secretary of the board of education, and the secretary of said advisory board shall receive for this amount not exceeding two cents per capita for pupils enumerated: *Provided*, That in enumerating the scholastic population, the full name of the child, the name of the parent, and the age of the child be recorded, and also the fact as to whether the child is able to read and write: *Provided*, That in any town or city maintaining a separate school system, the board of education for said town or city is hereby empowered and directed to enumerate the scholastic population for said town or city under the same rules and regulations as herein provided: *Provided further*, That in addition to giving the name of the child, the name of the parent, and stating whether the child can read and write, the name of the street and the number of residence shall be given: *Provided further*, That the enumerator of the scholastic population, whether in the county or city, shall make affidavit in due form of law that he has taken the census carefully and accurately in accordance with the provisions of the law, and that his report is true to the best of his knowledge and belief. The city board of education and the county advisory board shall file this affidavit, together with the census report, with the clerk of the superintendent on or before August 1st of each year. * * * [1907 C 236 s 17 as amended by 1909 C 562]

Application of act.—* * * the provisions of this act shall not apply to the following counties: * * * [Campbell, Chester, Crockett, Dyer, Hickman, Madison, Moore, Obion, Overton, Smith, and Wilson.] [1907 C 236 s 17 as amended by 1886, 576, by 1911 C 564, and by 1915 C 48, 113]

NOTE.—[Chapter 327 of the Acts of 1909 amending chapter 25 of the Acts of 1873 provides for a census in Houston, Lewis, Shelby, and Trousdale counties.]

CHILD LABOR AND VAGRANCY

Persons living on the earnings of their minor children declared vagrants.—The following persons are and shall be defined and punished as vagrants, viz:

* * * * *

(n) All persons who, though able to work, fail to do so, but hire out their children, or allow them to be hired out, and subsist upon their wages. * * * [1907 C 256 s 1]

Enforcement: duties of sheriffs, police officers, etc.—It shall be the duty of every sheriff, deputy sheriff, and constable in every county in this State, and of the police marshal, and of all other like officials of the State, when they have notice of a violation of the provisions of this act, to immediately give information under oath to a justice of the peace having jurisdiction and to obtain from such justice of the peace a warrant for such offender or offenders, and carry him or her before any justice of the peace having jurisdiction for trial; and it shall be the duty of such justice of the peace to issue a warrant upon such information: *And provided further*, That any private citizen upon receiving information may swear out and obtain a warrant when he knows of a violation of the provisions of this act. [1907 C 256 s 2]

Penalty.—Every person who, according to the provisions of this act, shall be adjudged a vagrant shall be deemed guilty of a misdemeanor, and for his or her offense in the county where she or he may be tried shall be fined not less than [dollars] (\$10) nor more than twenty-five dollars (\$25) and cost, and for each subsequent offense in the same county he or she shall upon conviction be fined not less than fifty dollars (\$50). [1907 C 256 s 3]

of this act incurred by employers, parents, and others within respective districts and cities, and for this purpose to institute all necessary suits therefor in the name of the State before any court having competent jurisdiction * * *. [1909 C 163 s 8]

FACTORIES, WORKSHOPS, MESSENGER SERVICE, ETC.

MINIMUM AGE AND HOURS OF LABOR

Employment under 14 prohibited; night work prohibited under 16.—It shall be unlawful for any proprietor, foreman, owner, or other person to employ, permit, or suffer to work any child less than fourteen years of age in, about, or in connection with any mill, factory, workshop, laundry, telegraph or telephone office, or in the distribution or transmission of merchandise or messages. And no child under sixteen years of age shall be employed, permitted, or suffered to work in any of the occupations named in this section between the hours of six o'clock in the evening and six o'clock in the morning of any one day. [1911 C 57 s 1 as amended by 1913 1st Extra Session C 47]

Court decisions.—Under a former section on the above subject, employment in violation thereof constitutes negligence per se.—*Iron & Wire Co. v. Green*, 108 Tenn. 161, 65 S. W. 399 (1901). A child under 14 injured while working in a furniture factory has a right of recovery against the employer.—*Finley Furniture Co.*, 119 Tenn. 698, 109 S. W. 504 (1907).

ALL OCCUPATIONS

MINIMUM AGE

Employment under 14 prohibited during school hours.—It shall be unlawful for any proprietor, foreman, owner, or other person to employ, permit, or suffer to work any child under fourteen years of age in any business or service whatever which interferes with the child's attendance at school, during any part of the term the public schools of the district in which the child resides are in session. [1911 C 57 s 2 as amended by 1913 1st Extra Session C 47]

DANGEROUS AND INJURIOUS OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 16; machinery, dangerous processes, mines, quarries, etc.—No child under the age of sixteen years shall be employed, permitted, or suffered to work at any of the following occupations or in any of the following positions: repairing machine belts, while in motion, in any workshop or factory, or assisting therein in any capacity whatever; adjusting any belt to any machinery; oiling or cleaning machinery or assisting therein; operating or assisting in operating circular or band saws, wood shapers, wood jointers, planers, sandpaper or wood-polishing machinery; picker machines, machines used in picking wool, machines used in picking cotton, machines used in picking hair, machines used in picking any upholstering material; paper-lacing machines, leather-burnishing machines in any tannery or leather manufactory; job or cylinder printing presses operated by power other than foot power, emery or polishing wheels used for polishing metal, wood-turning or boring machinery, stamping machines used in sheet metal and tinware manufacturing, stamping machines in washer and nut factories, corrugating [corrugating] rolls, such as are used in roofing and washboard factories; steam boilers, steam machinery or other steam generating apparatus, dough brakes or crackery [sic] machinery of any description; wire or iron straightening machinery, rolling mill machinery, punches or shear washing, grinding, or mixing mills; calendar [calender] rolls in rubber manufacturing; laundering machinery; dipping, drying, or packing matches; or in mines or quarries. [1911 C 57 s 3]

MESSENGERS

HOURS OF LABOR

Night work prohibited under 18.—It shall be unlawful for any proprietor, foreman, owner, or other person to employ any child under eighteen years of age as a messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages before five o'clock in the morning or after ten o'clock in the evening of any day. [1911 C 57 s 4]

Enforcement: duties of factory inspectors, etc.—The State department of workshop and factory inspection shall be charged with the duty of enforcing the provisions of this act and prosecute all violations thereof. [1913 1st Extra Session C 12 s 7]

Application of act; fruit and vegetable canneries exempted.—Chapter 12 of the Acts of 1913 [1st extra session], of the General Assembly of the State of Tennessee, * * * [is] so amended as to exclude fruit and vegetable canning factories from the provisions of said act. [1915 C 176 s 1]

FACTORIES, WORKSHOPS, ETC.

PERMITS.

Permits required in tenement-houses, etc., where children under 16 are employed.—* * * where children under the age of sixteen years live in such room, apartment, or tenement, [room, apartment, or tenement in which articles are manufactured, altered, repaired, or finished, which must be well lighted and ventilated and must contain at least 500 cubic feet of air space for every person working therein] they shall not engage in any work above specified [manufacturing, altering, repairing, or finishing any article] without first obtaining a permit so to do from the department of workshop and factory inspection. [1915 C 170 s 9]

ALL REGULATED OCCUPATIONS.

PENALTIES.

Failure to comply with orders, etc.—Any owner, manager, foreman, or other person who may refuse, fail or neglect to comply with the orders issued by said chief [chief inspector of workshops and factories] or deputies shall be guilty of a misdemeanor and upon conviction thereof, shall be punished by a fine of not less than fifty (\$50.00) dollars nor more than one hundred (\$100.00) dollars, and in addition thereto, a fine of five (\$5.00) dollars for each day after the time limit has elapsed until said order is carried out acceptably to said department chief or said deputies. * * * [1915 C 170 s 11]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Powers of commissioner of labor statistics.—Upon the written complaint of two or more persons, or upon his failure otherwise to obtain information, in accordance with the provisions of this chapter [s 1585–1591], the commissioner of labor statistics shall have the power to enter any factory, mill, workshop, mine, store, business house, public or private work, or other establishment, or place where five or more persons are employed at work, when the same is open and in operation, * * * for the purpose of examining into the methods of protecting employees from danger and the sanitary conditions in and around such building or place, of all of which, the said commissioner shall make and return into the bureau of labor statistics a true and detailed report in writing. [R Crim S 1911 art 1589]

Opinion.—The commissioner of labor statistics is authorized to enter a boarding house where five or more persons are employed for the purpose named in this section.—Attorney General (1911).

Duties of commissioner of labor statistics.—If the commissioner of labor statistics shall learn of any violation of the law with respect to the employment of children, * * * or the safety of employees, or the preservation of health, or in any way affecting the employees, he shall at once give written notice of the facts to the county or district attorney of the county in which the law has been violated, or to some other county, if any there be, having jurisdiction of the offense; and the county or district attorney to whom such notice has been given shall immediately institute the proper proceedings against the guilty person. [R Crim S 1911 art 1590]

PENALTIES

Hindering inspectors, etc.—Any owner, manager, superintendent or other person in charge or control of any factory, mill, workshop, mine, store, business house, public or private work, or other establishment or place, where five or more persons are employed at work, who shall refuse to allow any officer or employee of the said bureau of labor statistics to enter the same, or to remain therein for such time as is reasonable and necessary, or who shall hinder any such officer or employee, or in any way prevent or deter him from collecting information, shall be deemed guilty of a misdemeanor, and, upon conviction, shall be fined in any sum not to exceed one hundred dollars or imprisonment [imprisoned] in the county jail for not to exceed sixty days. [Crim S 1911 art 1591]

Opinion.—While railroad companies are not, in terms, named in this act, it is broad enough to include them.—Attorney General (1912).

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 7 to 18.—The county superintendent of public instruction shall, and the board of trustees of the independent school districts, [sic] on the first day of January of each year, or as soon as practicable thereafter, appoint one of the trustees of each school district, or some other qualified person, to take the scholastic census, who shall be known as the census trustee of the district. It shall be the duty of the census trustee to take, between the first day of March and the first day of April, after his appointment, a census of all the children that will be over seven and under eighteen years of age on the first day of the following September, and who are residents of the school district on said first day of April, and to make report under oath to the county superintendent on or before the first day of June next thereafter. In taking the said census he shall visit each home, residence, habitation and place of abode, and shall, by actual observation and interrogation, enumerate the children thereof in the following manner: He shall use for each child a prescribed form, showing the name, color and nationality of the person rendering such children, the name and number of the school district in which the children reside, and the name, sex and date of birth of each child of which he is a parent or guardian, or of which he has control, and which child will be over seven and under eighteen years of age on the first day of September next following. The census trustee shall require the form to be subscribed and sworn to by the person rendering the children, and is hereby authorized to administer oaths for this purpose. When the census trustee visits any home or house or place of abode of a family, and fails to find either

ing trains, or receiving or transmitting train orders, as interpreted in this article, be on duty for more than eight hours in any twenty-four consecutive hours: *Provided*, That the provisions of this article shall not apply to railroad telegraph or telephone operators at stations where the services of only one operator is needed. [R Civ S 1911 art 6586]

Penalty for violation of preceding article.—Any violation of the preceding article by any person, corporation or association, shall subject him or it to a penalty of one hundred dollars for each violation thereof * * *. [R Civ S 1911 art 6587]

Eight hours a day for telephone and telegraph operators; exceptions; penalty for violation.—It shall be unlawful for any railroad telegraph or telephone operator to work more than eight hours in twenty-four consecutive hours at such occupation; and any such operator, violating this article, shall pay a fine in any sum not less than twenty-five dollars nor more than one hundred dollars: *Provided*, That in case of an emergency, any operator may remain on duty for an additional two hours. [R Civ S 1911 art 1555]

Enforcement: duties of railroad commission.—It is hereby made the duty of the railroad commission to see that * * * all laws of this State concerning railroads are enforced and obeyed, and that violations thereof are promptly prosecuted, and penalties due the State therefor recovered and collected. And said commission shall report all such violations, with the facts in their possession, to the attorney general, or other officer charged with the enforcement of the laws, and request him to institute the proper proceedings; and all suits between the State and any railroad shall have precedence in all courts over all other suits pending therein. [R Civ S 1911 art 6675]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Specific occupations prohibited under 15; machinery, sending to immoral places, penalty.—Any person, or any agent, or any employee of any person, firm or corporation who shall hereafter employ any child under the age of fifteen years to labor in or about any manufacturing or other establishment using dangerous machinery, or about the machinery in any mill or factory, or in any distillery, brewery, or to labor in any capacity in the manufacture of goods for immoral purposes, or where the health may be impaired or morals debased, or shall send any such child to any disorderly house, bawdy house, or assignation house, or having the control of such child shall permit him or her to go to any such house, shall be deemed guilty of a misdemeanor, and, upon conviction, shall be fined not less than fifty dollars nor more than two hundred dollars, and each day the provisions of this act are violated shall constitute a separate offense. [1911 C 46 s 1]

Court decision.—Under a former section on the above subject, employment of a child in violation thereof was held to be negligence per se.—*Sterling v. Bettis Mfg. Co.*, 159 S. W. 915 (1913).

Opinion.—The words "in or about" as used in this statute, mean that the prohibition is against employing children either in buildings where dangerous machinery is in operation or near enough to dangerous machinery as would by any possibility lead to an injury to a child so employed.—Attorney General (1911).

Enforcement: powers of commissioner of labor statistics.—Such person, firm or corporation, or any agent thereof, shall give free access at all times to the commissioner of labor statistics of the State of Texas, and his deputies, for the inspection of the premises and of the methods employed, to insure compliance with the provisions of the foregoing section. [1911 C 46 s 1a]

MINES, ETC.

MINIMUM AGE

Employment under 17 prohibited; penalty.—Any person, agent, or any employee of any person, firm or corporation, who shall hereafter employ any child under the age of 17 years to labor in or about any quarry or mine shall be punished as provided in section 1 of this act. [1911 C 46 s 2]

Enforcement: powers of commissioner of labor statistics.—Such person, firm or corporation, or any agent thereof, shall give, free access at all time to the commissioner of labor statistics of the State of Texas, and his deputies, for the inspection of the

regularly for such period as is required in section 1 hereof, it shall be the duty of the attendance officer who has jurisdiction in the territory where said parent or person standing in parental relation resides, to warn such parent or person standing in parental relation, that the provisions of this act must be immediately complied with, and upon failure of said parent or person standing in parental relation to immediately comply with the provisions of this act after such warning has been given, the official discharging the duties of the attendance officer shall forthwith file complaint against such parent or person standing in parental relation to said child, which complaint shall be filed in the county court, or in the justice court in the precinct where such parent or guardian resides, and shall diligently prosecute same to its conclusion. Any parent or other person standing in parental relation upon conviction for failure to comply with the provisions of this act shall be deemed guilty of a misdemeanor, and shall be fined for the first offense five dollars, and for the second offense ten dollars, and for each subsequent offense twenty-five dollars. Each day that said child remains out of school after said warning has been given or after said child has been ordered in school by the juvenile court, may constitute a separate offense. * * * [1915 C 49 s 9]

Constitutionality of act.—* * * In case it is declared by the courts that any section or provision of this act is unconstitutional, such decision shall not impair other sections or provisions of this act [1915 C 49 s 10]

MECHANICAL AND MERCANTILE ESTABLISHMENTS, FACTORIES, MINES, ETC.

HOURS OF LABOR FOR GIRLS

Nine hours a day, 54 a week, in these establishments and in theaters, hotels, telegraph and telephone offices, etc.; stenographers and pharmacists excepted; other exceptions; compensation for overtime.—No female shall be employed in any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant or rooming house, theater or moving picture show, barber shop, telegraph, telephone or other office, express or transportation company, or any State institution, or any other establishment, institution or enterprise where females are employed, except as hereinafter provided, for more than nine hours in any one calendar day, nor more than fifty-four hours in any one calendar week: *Provided however*, That in case of extraordinary emergencies, such as great public calamities, or where it becomes necessary for the protection of human life or property, longer hours may be worked, but for such time not less than double time shall be paid such female with the consent of the said female: *Provided*, This act shall not apply to stenographers and pharmacists. [1915 C 56 s 1]

Eleven hours a day, extra compensation for more than 9, 54 a week, in laundries.—No female shall be employed in any laundry for more than fifty-four hours in one calendar week; the hours of such employment to be so arranged as to permit the employment of such female at any time so that she shall not work more than a maximum of eleven hours during the twenty-four hours' period of one day: *Provided*, That if such female is employed for more than nine hours in any one day she shall receive pay at the rate of double her regular pay for such time as she is employed for more than nine hours per day. [1915 C 56 s 1a]

Ten hours a day, extra compensation for more than 9, 60 a week, in establishments manufacturing cotton and woolen goods, etc.—No female shall be employed in any factory engaged in the manufacture of cotton, woolen or worsted goods or articles of merchandise manufactured out of cotton goods for more than ten hours in any one calendar day, nor for more than sixty hours in any one calendar week: *Provided*, That if such female is employed for more than nine hours in any one day she shall receive pay at the rate of double her regular pay for such time as she may be employed for more than nine hours per day. [1915 C 56 s 1b]

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every employer owning or operating any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant or rooming house, theater or moving picture show, barber shop, telegraph or telephone or other office, express or transportation company, the superintendent of any State institution or any other establishment, institution or enterprise where females are employed, as provided by sections 1, 1a and 1b, shall provide

and furnish suitable seats, to be used by such employes when not engaged in active duties of their employment, and shall give notice to all such female employees by posting in a conspicuous place, on the premises of such employment in letters less than one inch in height, that all such female employees will be permitted to use such seats when not so engaged. [1915 C 56 s 2]

PENALTIES AND APPLICATION OF ACT

Violation of act; act not to apply to certain establishments in rural districts and certain cities.—Any employer, overseer, superintendent, foreman, or other agent of any such employer who shall permit any female to work in any of the places mentioned in sections 1, 1a and 1b more than the number of hours provided for in this act during any day of the [sic] twenty-four hours, or who shall fail, neglect or refuse to so arrange the work of females employed in the said places mentioned in sections 1, 1a and 1b so that they shall not work more than the number of hours provided for in sections 1, 1a and 1b of this act, during any day of twenty-four hours or the number of hours prescribed by this act in any one week, or who shall fail, neglect or refuse to provide suitable seats as provided in section 2 of this act shall be deemed guilty of a misdemeanor, and upon conviction in any court of competent jurisdiction shall be fined in any sum not less than fifty (\$50.00) dollars nor more than two hundred (\$200.00) dollars and each day of such violation and each such female employee required or permitted to work more than the time provided in the various sections of this act shall constitute a separate offense: *Provided*, That the provisions of this act shall not apply to telegraph and telephone companies in rural districts and in cities and towns of less than 3000 inhabitants, as shown by the last Federal census: *Provided*, That the provisions of this act shall not apply to mercantile establishments in rural districts and in cities and towns and villages of less than 3000 inhabitants. [1915 C 56 s 3]

Constitutionality of act.—If any section or provision of this act is for any reason held or declared to be unconstitutional it shall not affect nor impair nor render invalid the rest of this act, and changing other sections to conform thereto. [1915 C 56 s 4]

IMMORAL OCCUPATIONS

MINIMUM AGE

Employment agencies forbidden to send girls to immoral places.—No [private employment] agency shall send or cause to be sent any female help or servants to any place of bad repute, house of ill fame or assignation house, or any house or place kept for immoral purposes. * * * [1915 C 108 s 3]

Enforcement: duties of commissioner of labor statistics; penalty.—It shall be the duty of the commissioner of labor statistics to enforce this act, and when informed of a violation thereof, it shall be his duty to institute criminal proceedings for enforcement of its penalties before any court of competent jurisdiction. He may make such rules and regulations for the enforcement of this act not inconsistent therewith as he may deem proper. * * * *Provided*, That any person or persons who shall send any female help or servants to any place of bad repute, house of ill fame or assignation house or any house or place kept for immoral purposes, shall be deemed guilty of a felony, and upon conviction in any court of competent jurisdiction shall be punished by a fine of not less than one thousand (\$1000.00) dollars nor more than five thousand (\$5000.00) dollars, or by imprisonment in the penitentiary not less than two (2) years nor more than ten (10) years, or by both such fine and imprisonment. [1915 C 108 s 4]

UTAH

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MINES, SMELTERS, ETC.

MINIMUM AGE

Legislature to prohibit employment of boys under 14 and girls of any age in underground mines.—The legislature shall prohibit: (1) The employment of women, or of children under the age of fourteen years, in underground mines. * * * [Constitution article 16 section 3]

HOURS OF LABOR

Eight hours a day; exceptions; misdemeanor.—The period of employment of working men in all underground mines or workings, and in smelters and all other institutions for the reduction or refining of ores or metals, shall be eight hours per day, except in cases of emergency, where life or property is in imminent danger. Any person, body corporate, agent, manager, or employer who shall violate any of the provisions of this section shall be deemed guilty of a misdemeanor.¹ [Compiled Laws 1907 section 1337]

Court decisions.—This section is constitutional.—Holden v. Hardy 18 Utah 383, 169 U. S. 366 (1898). This section creates for the employee a legislative protection which is without his power to waive; an employee working more than eight hours violates the law, and the employer will not be required to pay for services rendered in excess of eight hours.—Short v. Mining Company, 20 Utah 20, 57 Pac. 720 (1899).

MINIMUM AGE

Employment of boys under 14 and girls of any age prohibited; misdemeanor.—It shall be unlawful for any person, firm, or corporation to employ any child under fourteen years of age, or any female, to work in any mine or smelter in the State of Utah. Any person, firm, or corporation who shall violate any of the provisions of this section shall be deemed guilty of a misdemeanor.¹ [C. L. 1907 s 1338]

NOTE.—[Sections 1507–1524 of the Compiled Laws of 1907 provide for an inspector of mines, but his duties relate only to health and safety.]

¹ For penalty for misdemeanor, see page 5 (Compiled Laws 1907, section 4065).

STORES, HOTELS, RESTAURANTS, ETC.

SEATS FOR GIRLS

Seats to be provided and their use permitted; misdemeanor.—The proprietor, manager or person having charge of any store, shop, hotel, restaurant, or other place where women or girls are employed as clerks or help therein, shall provide chairs, stools or other contrivances where such clerks or help may rest when not employed in the discharge of their respective duties. Any person who shall violate any of the provisions of this section shall be guilty of a misdemeanor.¹ [C L 1907 s 1339]

ALL OCCUPATIONS

WAGES

Payment to minor if contract with him alone.—When a contract for the performance of services of a minor has been made with him alone, and those services are afterwards performed, payment made therefor to such minor in accordance with the terms of the contract is a full satisfaction for those services, and the parent or guardian cannot recover therefor a second time. [C L 1907 s 1544]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 6 to 18 in districts.—The board of education shall appoint suitable persons for each school representative precinct, who shall act as enumerators for school population for said precinct, and visit every house therein between the 15th and 31st of July of each year, and ascertain and enter upon the list the name of every person between the ages of six and eighteen years residing in such precinct * * *. Such enumeration lists shall contain all information required by law and such other information as the State superintendent and the board of education may require. [C L 1907 s 1891x13]

Enumeration of children from 6 to 18 in cities.—The board of education shall appoint suitable persons for each ward, who shall act as enumerators for school population for said ward, and visit every house therein between the 15th and 31st days of July of each year, and ascertain and enter upon the lists the name of every person between the ages of six and eighteen years residing in such ward * * *. Such enumeration lists shall contain all information required by law and such other information as the State superintendent and the board of education may require. [C L 1907 s 1900]

COMPULSORY SCHOOL ATTENDANCE

Children from 8 to 16; exemption on account of poverty; other exemptions.—Every parent, guardian, or other person having control of any child between eight and sixteen years of age shall be required to send such child to a public, district, or private school in the district in which he resides, at least twenty weeks in each school year, ten weeks of which shall be consecutive: *Provided*, That in cities of the first and the second class such children shall be required to attend school at least thirty weeks in each school year, ten of which shall be consecutive: *Provided*, That in each city such parent, guardian, or other person having control of any child shall be exempted from such duty by the school board of the district or the board of education of the city, as the case may be, whenever it be shown to their satisfaction that one of the following reasons exists: 1. That such child is taught at home in the branches prescribed by law for the same length of time as children are required by law to be taught in the district school; 2. That such child has already acquired the branches of learning taught in the district schools; 3. That such child is in such physical or mental condition (which may be certified by a competent physician if required by the board) as to render such attendance inexpedient or impracticable. If no such school is within the requisite length of time within two and one-half miles of the residence of the child by the nearest road, such attendance shall not be enforced; 4. That such child is attending some public, district, or private school; 5. That the services of the child are necessary to the support of a mother or an invalid father. The evidence of the existence of any of these reasons for non-attendance must be in each case sufficient.

¹ For penalty for misdemeanor, see page 5 (Compiled Laws 1907, section 4065).

to satisfy the superintendent of the county or city in which the child resides; and the superintendent, upon the presentation of such evidence, shall issue a certificate stating that the holder is exempted from attendance during the time therein specified. [C L 1907 s 1962]

Penalty; misdemeanor.—Any such parent, guardian, or other person having control of any child between eight and sixteen years of age, who willfully fails to comply with the requirements of the next preceding section, shall be guilty of a misdemeanor.¹ [C L 1907 s 1963]

Enforcement: duties of school authorities, city attorneys, etc.—It shall be the duty of the president of the board of education of any city, and the chairman of the school trustees of any district, within their respective jurisdictions, to inquire into all cases of misdemeanor defined in this title, and to report the same and the offenders concerned, when known, to the city or county attorney of the city or county within which the offenses shall have been committed, and it is hereby made the duty of either of said officers to proceed immediately to prosecute such offenders. [C L 1907 s 1964]

ALL OCCUPATIONS

WAGES

Wages of minor child of debtor.—The earnings of any minor child of any debtor within this State and the proceeds thereof are exempt from execution against such debtor by reason of any debts or liability of such debtor, not contracted for the special benefit of such minor child. [C L 1907 s 3243]

ALL REGULATED OCCUPATIONS

PENALTIES

Misdemeanor.—Except in cases where a different punishment is prescribed by law, every offense declared to be a misdemeanor is punishable by imprisonment in a county jail not exceeding six months, or by a fine in any sum less than \$300, or by both. In all cases where a corporation is convicted of an offense for the commission of which a natural person would be punishable as for a misdemeanor, and there is no other punishment prescribed by law, such corporation is punishable by a fine not exceeding \$1,000. [C L 1907 s 4065]

IMMORAL OCCUPATIONS AND PUBLIC EXHIBITIONS.

MINIMUM AGE

Employment of girls of any age in playing on musical instruments in saloons, etc., prohibited; penalty for employer, employee, etc.—Every person who causes, procures, or employs any female to play for hire, drink, or gain upon any musical instrument in any drinking saloon, dance room, or dance cellar, public garden, or any public highway, common, or street, or on a vessel, steamboat, or railroad car, or in any lewd house, or disorderly place whatsoever, where two or more persons are assembled together, is punishable by fine in any sum less than \$300, or by imprisonment in the county jail not exceeding three months, or by both; and any female so playing upon any musical instrument whatsoever is punishable by fine not exceeding \$100, or by imprisonment in the county jail not exceeding one month, or by both. [C L 1907 s 4243]

Employment of girls of any age in dancing in saloons, etc., prohibited; penalty for employer, employee, etc.—Every person who causes or procures or employs any female to dance, promenade, or otherwise exhibit herself for hire, drink, or gain in any drinking saloon, dance cellar, or dance room, public garden, public highway, or in any place whatsoever, theaters excepted, where two or more persons are assembled together, is punishable by a fine in any sum less than \$300, or by imprisonment in the county jail not exceeding three months, or by both; and every female so dancing, promenading, or exhibiting herself is punishable by fine not exceeding \$100, or by imprisonment in the county jail not exceeding one month, or by both. [C L 1907 s 4244]

¹ For penalty for misdemeanor, see page 5 (Compiled Laws 1907, section 4065).

Employment agencies forbidden to send girls to immoral places; penalty.—Any employment agent who shall knowingly send out any female help to any place of bad reputation, house of ill fame or assignation house, or to any house or place of amusement known for immoral purposes, shall be liable to pay a fine of not less than one hundred dollars (\$100), and shall be imprisoned not less than ninety days and on conviction thereof in any court, shall have his, its or their license rescinded. [1909 C 21 s 6]

INTOXICATING LIQUORS

MINIMUM AGE

Penalty; revocation of license.—The district court of the several counties in cities of the first and second class may be situated, city councils of cities of the third class, board of trustees or board of county commissioners, for violation of any provisions of this act * * * may revoke a license granted within the city or county, as the case may be. * * * [1911 C 106 s 10]

Employment under 21 in saloons, etc., prohibited.—No holder of a license for the sale at retail of intoxicating liquors shall employ any person under the age of twenty-one years to serve such liquors to be drunk on the premises. [1911 C 106 s 23]

Employment under 21 in bottling establishments, etc., prohibited.—No person, partnership or corporation shall employ a minor under the age of twenty-one years in the handling intoxicating liquors or packages containing such liquors in a brewery or bottling establishment, in which such liquors are prepared for sale or offered for sale. [1911 C 106 s 24]

Employment of girls of any age prohibited.—The licensed premises shall be conducted in a quiet, orderly manner; * * * no female shall be employed in the service of such premises. [1911 C 106 s 28]

Penalty.—Any natural person who shall in any way violate any of the provisions of this act shall be guilty of a misdemeanor, and shall be punished, when not otherwise provided in this act by a fine of not less than fifty dollars nor more than one hundred ninety-nine dollars, or by imprisonment in the county jail for not less than thirty days, or more than six months, or by both such fine and imprisonment. If any natural person shall be convicted a second time for violating any of the provisions of this act, such person shall be punished for such second and each subsequent violation by both such fine and imprisonment. If any corporation shall, in any way violate any of the provisions of this act it shall be guilty of a misdemeanor and shall be punished, when not otherwise provided in this act, by a fine of not less than one hundred dollars nor more than one thousand dollars; and if any corporation shall be convicted a second time for violating any of the provisions of this act, it shall be punished for such second and each subsequent violation of the law by a fine of not less than three hundred dollars nor more than five thousand dollars. In case of conviction of a licensed dealer, whether a natural person or corporation, of violation of any of the provisions of this act, the judge or justice, in addition to imposing the penalty aforesaid, shall also declare the license of such licensee forfeited. If a license shall be forfeited, upon conviction, as provided in this section, no license shall be thereafter granted for the sale of intoxicating liquors to the person who has forfeited such license or to any partnership in which he is or may become interested, directly or indirectly, and no license shall be granted for the period of three months for the sale of intoxicating liquor in the place designated as the place of sale in the license so revoked. [1911 C 106 s 65]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Appointment of commissioner of immigration, labor and statistics; female deputy. It shall be the duty of the governor, by and with the consent of the senate, to appoint a competent person a commissioner of immigration, labor and statistics, who shall have charge of said bureau, and who shall hold office for a term of two years, or until his successor shall have qualified. * * * The commissioner shall have power to appoint two deputy commissioners, one of whom shall be a woman * * *. [C 113 s 2 as amended by 1915 C 63]

Duties and powers of commissioner; hindering inspectors, etc., prohibited; penalty. It shall be the duty of the commissioner and his deputies to investigate and report

the proper authorities all violations of law regarding the conditions surrounding the employment of children, minors and women and the laws established for the protection of all employees in factories, mines, mills, and other institutions where labor is employed, and to make such recommendation in relation thereto as they may deem proper for the protection of employees; in case any owner or occupant, or their agent, shall refuse to admit any officer of said bureau to their workshop or factory, mine or smelter, store or hotel, when open or in operation, or shall refuse to submit their pay roll or register showing the number of hours each employee works, or shall willfully give false information concerning the same, they shall be deemed guilty of a misdemeanor for each and every offense, and upon conviction thereof shall be subject to a fine of not more than fifty dollars, nor less than ten dollars, or by [to] imprisonment not to exceed fifteen days, or by [to] both fine and imprisonment. [1911 C 113 s 4 as amended by 1913 C 76]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Nine hours a day, 54 a week; exceptions.—No female shall be employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant, or telegraph or telephone establishment, hospital or office, or by any express or transportation company in this State, more than nine hours during any one day, or more than fifty-four hours in any one week, except in cases of emergency in hospitals and in cases of emergency or where life or property is in imminent danger or where materials are liable to spoil by the enforcement of this act. [1911 C 133 s 1]

Penalty.—Any person or persons, corporation or other association engaged in conducting or operating any of the business institutions or enterprises set forth in the foregoing section, requiring or employing any female to work longer than the period of nine hours constituting a day's labor, except as above provided, or more than fifty-four hours in any one week shall be guilty of a misdemeanor, and, upon conviction thereof shall be fined not less than twenty-five dollars nor more than one hundred dollars, and costs of prosecution. [1911 C 133 s 2]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Specific occupations prohibited under 14; dangerous processes, places where alcoholic liquors are manufactured, etc., mines, saloons, theaters, etc.—No child under the age of fourteen years shall be employed, permitted or suffered to work in any capacity in, about or in connection with the preparing of any composition in which dangerous or poisonous acids are used—manufacture of paints, colors or white lead; manufacturing, packing or storing powder, dynamite, nitroglycerin compounds, fuses or other explosives; manufacture of goods for immoral purposes; or in any quarry, any mine, coal breaker, laundry, tobacco warehouse, cigar factory, or other factory where tobacco is manufactured or prepared, cigar store or stand or in any cigar or tobacco store or place where tobaccos are sold at wholesale or retail; distillery, brewery or any other establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled; theater, concert hall, saloon or pool room, or in operating any automobile, motor car or truck; in the running or management of elevators, lifts or hoisting machines; or in bowling alleys, or in any other employment declared by the State board of health to be dangerous to lives or limbs, or injurious to the health or morals of children under the age of fourteen. [1911 C 144 s 1 as amended by 1915 C 61]

NOTE.—[See section 24, chapter 106 of the Acts of 1911, prohibiting the employment of minors under 21 in handling intoxicating liquors in breweries or bottling establishments.]

REGULATED OCCUPATIONS

EMPLOYMENT CERTIFICATES AND RECORDS

School authorities to issue certificates; exceptions; school record required.—An employment certificate shall be issued only by the superintendent of schools or by a person authorized by him in writing, or, where there is no superintendent of schools, by a person authorized by the school board: *Provided*, That no member of a school board

or other person authorized as aforesaid shall have the authority to issue such certificate for any child then in or about to enter such person's own employment or the employment of a firm or corporation of which he is a member, officer or employee: *Provided* That no such certificate shall be issued until the person issuing the same shall have received, examined and approved the school record of such child. [1911 C 144 s 2]

Method of issuing; educational requirements.—No employment certificate shall be issued until the child in question has personally appeared before and been examined by the officer issuing the certificate, nor until such officer, after making such examination, has signed and filed in his office a statement that the child can read and legibly write simple sentences in the English language. [1911 C 144 s 3]

Method of issuing and contents of school records.—The school record required by this act shall be signed by the principal or chief executive officer of the school which such child has attended, and shall be furnished on demand to a child entitled thereto. It shall contain a statement certifying that the child has attended the public school or parochial schools equivalent thereto for not less than one hundred days during the year previous to his arriving at the age of fourteen years, or during the year previous to applying for such school record, and is able to read and write simple sentences in the English language. [1911 C 144 s 4]

AGE EVIDENCE

Evidence of age may be required for child apparently under 14; enforcement: duties and powers of inspectors, truant officers, etc.—Any authorized inspector or the truant officer shall make demand on any employer in or about whose place or establishment a child apparently under the age of fourteen years is employed or permitted or suffered to work, and require such employer to furnish him within ten days satisfactory evidence that such child is in fact over fourteen years of age, or shall cease to employ or permit or suffer such child to work in such factory. [1911 C 144 s 5]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of girls under 21 in places of amusement, etc., where alcoholic liquors are manufactured, etc., prohibited.—No female under the age of twenty-one years shall be employed, permitted or suffered to work in, about or in connection with any restaurant, resort or place of amusement where alcoholic liquors are manufactured or dispensed. [1911 C 144 s 6]

NOTE.—[See section 28, chapter 106 of the Acts of 1911, prohibiting the employment of any female saloons, etc.]

MESSENGERS IN CITIES

MINIMUM AGE AND HOURS OF LABOR

Night work prohibited under 21; sending minors under 21 to immoral places prohibited.—In cities of the first or second class no person under the age of twenty-one years shall be employed or permitted to work as a messenger for a telegraph or a messenger company in the distribution, transmission or delivery of goods or messages before 5 o'clock in the morning or after 9 o'clock in the evening of the day. And no person under the age of twenty-one years shall be permitted to deliver messages or goods to, or required to visit, in the course of any employment, any house of ill repute, or saloon or gambling house, or other places of objectionable character which have been disapproved by the juvenile court. [1911 C 144 s 7]

ANY GAINFUL OCCUPATION

HOURS OF LABOR

Fifty-four hours a week for boys under 14 and girls under 16; farm, domestic work and fruit and vegetable packing excepted.—No boy under the age of fourteen years and no girl under the age of sixteen years shall be employed, permitted or suffered to work at any gainful occupation other than domestic service, fruit or vegetable packing or work on a farm more than fifty-four hours in any one week. [1911 C 144 s 8]

¹ Provision for appointment of truant officers is made by section 1891x51, Compiled Laws 1907.

STREET TRADES IN CITIES

MINIMUM AGE

Employment of boys under 12 and girls under 16 in selling newspapers, etc., prohibited; employment under 12 as bootblack prohibited.—No male child under twelve and no girl under sixteen years of age shall, in any city of the first or second class, sell or expose or offer for sale newspapers, magazines, periodicals or other merchandise in any street or public place. No child shall work as a bootblack in any street or public place unless he is over twelve years of age. [1911 C 144 s 9]

PERMITS

Permits required from 12 to 16; school authorities to issue permits; age, school, and health records required.—No male child under sixteen years of age shall sell or expose or offer for sale in any street or public place any of the articles mentioned in section 9 or work as a bootblack therein, unless a permit as hereinafter provided shall have been issued to him by the superintendent of schools or by a person authorized by him in writing, or, where there is no superintendent of schools, by a person authorized by the school board on the application of the parent, guardian or other person having the custody of the child desiring such permit or in case said child has no parent, guardian or custodian, then on the application of his next friend, being an adult. Such permit shall not be issued until the officer issuing the same shall have received, examined, approved and placed on file in his office satisfactory proof that such male child is of the age of twelve years or upwards, and shall also have received, examined and placed on file the written statement of the principal or chief executive officer of the school which the child is attending, stating that such child is an attendant at such school, that he is of the normal development of a child of his age and physically fit for such employment, and that said principal or chief executive officer approves the granting of a permit to such child. [1911 C 144 s 10]

Contents of permit.—Such permit shall state the name and address of its parent, guardian, custodian or next friend, as the case may be, and shall describe the color of the hair and eyes, the height and weight and any distinguishing facial mark of such child. [1911 C 144 s 11]

HOURS OF LABOR

Night work prohibited under 16.—No child to whom a permit is issued as provided for in section 10 of this act shall work as a bootblack, sell or expose or offer for sale any newspapers, magazines, periodicals or other merchandise in any street or public place after 9 o'clock in the evening. [1911 C 144 s 12]

REGULATED OCCUPATIONS

ENFORCEMENT AND PENALTIES

Failure to produce proof of age evidence of illegal employment.—In case any employer shall fail to produce and deliver to an authorized inspector or truant officer, within ten days after demand made pursuant to section 2 of this act, the evidence of age therein required,¹ and shall thereafter continue to employ such child or permit or suffer such child to work in such place or establishment, proof of the giving of such notice and of such failure to produce and file such evidence shall be prima facie evidence of the illegal employment of such child in any prosecution brought therefor. [1911 C 144 s 13]

Illegal employment; employer, parent, etc.—Whoever employs any child, and whoever having under his control as a parent, guardian or otherwise, any child, permits or suffers such child to be employed or to work in violation of any of the provisions of this act, shall for such offense be fined not less than twenty-five dollars nor more than two hundred dollars, or be imprisoned for not less than ten days nor more than thirty days, or both, in the discretion of the court. [1911 C 144 s 14]

Powers of juvenile courts.—The juvenile court or courts of like jurisdiction of the State of Utah is [are] hereby given jurisdiction in all cases arising under this act. [1911 C 144 s 15]

¹ Section 2 of this act provides only for a school record; it contains no provision for evidence of age. The section referred to is probably section 5.

ALL OCCUPATIONS

MINIMUM WAGE FOR GIRLS

Specified minimum wage for females.—It shall be unlawful for any employer of female workers in the State of Utah to pay any woman in this section specified, to wit: For minors, under the age of sixteen, less than seventy-five cents per day; for adult learners a minimum wage of fifty cents per day: *Provided*, That the learning period or probationary period shall not be for more than one year; for adults who are experienced workers, not less than one dollar and twenty-five cents per day.

Certificate of apprenticeship.—All regular employers shall issue a certificate of apprenticeship for time served to all apprentices.

Payment of less than minimum wage a misdemeanor.—Any employer who shall pay to any woman (female worker) less than the minimum wage specified in section 1 of this act shall be guilty of a misdemeanor.

Enforcement: duties and powers of commissioner of labor, etc.—The commissioner of immigration, labor and state affairs shall have the enforcement of this act, but violations of the same shall be prosecuted by the city, State and county prosecuting officers in the same manner as a misdemeanor. [1913 C 63 s 4]

MERCANTILE AND COMMERCIAL ESTABLISHMENTS

HOURS OF LABOR

Remaining open later than 6 p. m. prohibited; 6 days a week.—All mercantile and commercial houses, either wholly or in part, in cities of ten thousand population and over, shall close their doors at the end of every business day of the year, except for the period immediately preceding December 25th of each year. [1915 C 23 s 1]

Establishments handling perishable foodstuffs, etc., excepted.—This act shall not apply to commercial and mercantile houses that deal exclusively in foodstuffs of stock consists of foodstuffs, meats and other products which are regarded as, and are, public necessities. [1915 C 23 s 2]

Drug stores excepted.—This act also exempts drug stores which are public necessities. [1915 C 23 s 3]

Violation a misdemeanor.—Any violation of this act shall be a misdemeanor. [1915 C 23 s 4]

Application of act.—The terms mercantile and commercial shall include the owners and executive managers of such establishments who jointly or severally to carry into effect the penalties of this act. [1915 C 23 s 5]

¹ For penalty for misdemeanor, see page 5 (Compiled)

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MANUFACTURING ESTABLISHMENTS, MINES, ETC.

MINIMUM AGE, HOURS OF LABOR, AND EMPLOYMENT CERTIFICATES

Employment under 16 prohibited during school hours under certain conditions; certificates required for all children; school authorities to issue certificates; 9 hours a day, 50 a week, and night work prohibited, under 16.—A child under sixteen years of age, who has not completed the course of study prepared for the elementary schools by the superintendent of education, shall not be employed in work connected with railroading, mining, manufacturing or quarrying, or be employed in a hotel or bowling alley, or in delivering messages, except during vacation and before and after school. No child shall be employed in any of the occupations or industries herein enumerated unless such child deposits with his employer a certificate from the town or union superintendent to the effect that he is eligible to employment in accordance with the provisions of this chapter; and no child under sixteen years of age shall be employed for more than nine hours each day, or more than fifty hours in any one week or earlier than seven o'clock in the morning, or after eight o'clock at night in any of the occupations or industries herein enumerated. In case such child has been in attendance upon a private or parochial school, said superintendent may examine such child for the purpose of determining his eligibility to employment in accordance with this section. [P S 1906 C 50 s 1044 as amended by 1912 No 75 s 10]

FACTORIES, MILLS, WORKSHOPS, ETC.

ENFORCEMENT

Duties and powers of superintendents and truant officers.—The town or union superintendent or truant officer may inquire of the owner or superintendent of a mill, factory, quarry, workshop, hotel, bowling alley, or railroad office, shop or yards, as to the employment of children therein, may call for the production of certificates deposited with such owner or superintendent, and satisfy himself that the requirements of law have been complied with. Said superintendent shall at least three times, during any school year, inquire and investigate concerning the employment of children in any of the occupations enumerated in this act [s 1044–1050], and shall require the provisions of the law to be carried into effect. [P S 1906 C 50 s 1045 as amended by 1912 No 75 s 11]

MINIMUM AGE

Employment under 14 prohibited under certain conditions.—No child under fourteen years of age shall be employed, permitted or suffered to work for or in or about or in connection with any mill, factory, quarry or workshop, wherein are employed more than ten persons. [P S 1906 C 50 s 1046 as amended by 1912 No 75 s 12]

REGULATED OCCUPATIONS

ENFORCEMENT AND PENALTY

Employment contrary to act prohibited.—No person having a child under his control shall allow him to be employed contrary to the provisions of this chapter. [P S 1906 C 50 s 1047]

Violation of act.—A person who violates a provision of chapter 50 [s 1044–1050] of the Public Statutes or of this act [1910 No 70] shall be fined not less than ten dollars nor more than two hundred dollars for each offense, and upon a second conviction, may be so fined or imprisoned for not more than six months. [P S 1906 C 50 s 1048 as amended by 1910 No 70 s 8]

Powers of truant officers, etc.—* * * Truant officers and all informing officers are authorized to make complaints for violations of * * * [this chapter]. [P S 1906 C 50 s 1049]

MANUFACTURING ESTABLISHMENTS

APPRENTICESHIP AND ENFORCEMENT

Duties and powers of selectmen.—The selectmen shall inquire into the treatment of minors employed in manufacturing establishments in their respective towns; and in their opinion, * * * any such minor is * * * compelled to labor at unreasonable hours or times, or in an unreasonable manner, they shall, if such minor is not a servant or apprentice bound under the provisions of this chapter, and if he has no parent or guardian residing in this State, discharge him from such employment, and, with his consent, bind him as a servant or apprentice to some other person. * * *. [P S 1906 C 151 s 3247]

INTOXICATING LIQUORS¹

MINIMUM AGE

Employment of boys under 21 and girls of any age in saloons prohibited.—Licensees shall be subject to the following conditions: * * * That no female, or person under the age of twenty-one, shall be employed in such barroom. * * * [P S 1906 C 219 s 5130 as amended by 1908 No 128 s 2 and by 1912 No 197]

Penalty: revocation of license.—A license may be revoked by the board of license commissioners for a violation of a provision of this chapter, and shall be revoked and become void for any of the following causes: * * * Breach of a condition of license as specified on the face thereof [specified in section 5130 as amended by 1908 No 128 s 2 and by 1912 No 197]. * * * [P S 1906 C 219 s 5160]

Enforcement: duties of police officers, etc.—A constable, police officer, sheriff or deputy sheriff shall forthwith make complaint to said board [of license commissioners] in case of a violation of a provision of this chapter observed by him or brought to his attention. [P S 1906 C 219 s 5170]

Enforcement: complaints by citizens.—A citizen who personally observes a violation of a provision of this chapter by a licensee * * * may make complaint to the board. [P S 1906 C 219 s 5171]

Enforcement: duties and powers of board of license commissioners.—When complaint is made under the two preceding sections, said board shall forthwith investigate and ascertain if the same is well founded. If probable cause is found for proceeding against a licensee for a violation of his license or of a provision of this chapter, the board shall issue a summons to such licensee to appear and show cause why his license should not be revoked. * * * [P S 1906 C 219 s 5172]

General penalty.—A person who willfully violates a provision of this chapter for which no penalty is prescribed shall be imprisoned not more than three months nor less than one month, or fined not more than two hundred dollars nor less than fifty dollars, or both. [P S 1906 C 219 s 5215]

¹ Section 56 of Act No. 171 of the Acts of 1915, entitled "An Act to Prohibit the Sale of Intoxicating Liquors," repeals chapter 219 of the Public Statutes, as amended, but section 57 of the same act provides: "This act shall take effect on the first day of May A. D. 1916, provided that a majority of the ballots to be cast as hereinafter provided [by popular vote in 1916] shall be YES, and provided that a majority of the ballots to be cast as hereinafter provided shall be NO, then this act shall take effect on the first day of May, A. D. 1927."

Evidence of age.—A person having control of a child and claiming exemption from the laws requiring school attendance on account of age of such child, asking admission of such child to a public school, or seeking an employment certificate for such child, shall, when required by the town or union superintendent, or by an employer, furnish evidence of the age of such child. [1910 No 69 s 4 as amended by 1912 No 75 s 1]

MANUFACTURING AND MECHANICAL ESTABLISHMENTS

HOURS OF LABOR

Eleven hours a day, 58 a week, for boys under 18 and girls of any age.—No child under eighteen years of age and no woman shall be employed in laboring in a manufacturing or mechanical establishment more than eleven hours in any one day and fifty-eight hours in any one week. [1912 No 85 s 1]

Hours to be posted; violation of act; exceptions.—An employer shall post in a conspicuous place in every room in which such persons are employed, a printed notice stating the number of hours' work required of them on each day of the week, the hours of commencing and stopping work, and the hours when the time allowed for meals begins and ends. The printed forms of such notices shall be provided by the secretary of state, after approval by the attorney general. The employment of persons at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this act, unless it appears that such employment was necessary to make up time lost on a previous day of the same week, in consequence of the stopping of machinery upon which such woman or child was employed, or dependence for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such employment at a time not stated in such notices. [1912 No 85 s 2]

Penalty for parent, employer, etc.; evidence of age.—A parent, guardian or other person who permits a minor under his control to be employed in violation of the provisions of this act shall be punished by a fine of not more than one hundred dollars. A person who, either for himself or as superintendent, overseer or agent for another, employs any person in violation of the provisions of this act or fails to post the notice required by this act shall be punished by a fine of not less than fifty nor more than one hundred dollars. A certificate of the age of a minor made and sworn to by him and his parent or guardian at the time of his employment in a manufacturing or mechanical establishment shall be prima facie evidence of his age in any prosecution under the provisions of this section. [1912 No 85 s 4]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties of factory inspector and State's attorney.—* * * Whenever said [factory] inspector finds a violation of the provisions of this act and of the law relating to the employment of children, minors and women, to health, lives and limbs of operatives in workshops and factories, railroads and other places, to the payment of wages and to the protection of the working classes, he shall submit the evidence thereof to the State's attorney of the county in which such violation occurred, who shall thereupon prosecute the offender. [1912 No 188 s 2 as amended by 1915 No 216 s 1]

Powers of factory inspector; penalty for hindering inspectors, etc.—Said inspector may enter any factory, mill, workshop, private works or State institutions having shops or factories, when the same are open or in operation, and [sic] to examine the methods of protection from danger to employees and the sanitary conditions and record such buildings and places, and to make a record of such inspections. A person who refuses to allow the inspector to so enter, or refuses to give the information authorized to be obtained under the provisions of this section shall be punished by a fine of not less than one hundred dollars, or be imprisoned not more than ninety days. [1912 No 188 s 3]

Definitions.—The following expressions used in this act shall have the following meanings: The term "factory" shall mean any premises where steam, water or mechanical power is used in aid of any manufacturing process therein carried on. The term "workshop" shall mean any premises, room or place, not being a factory as above defined, wherein manual labor is exercised by way of trade, or for the purpose of manufacturing or incidental to any process of making, altering, repairing, ornamenting or adapting for sale any article, or part of an article, and to which o

Enforcement: duties of truant officers, etc.—Said truant officer, upon receiving such notice, forthwith inquire into the cause of the child's absence. If he finds that the child is absent without cause, he shall forthwith notify the person having control of the child that the child is absent without cause, and also notify such person to cause the child to attend school regularly. After receiving such notice, if the person having control of the child fails to give a legal excuse, to cause the child to attend regularly, the truant officer shall enter a complaint to the town grand juror of the town in which said child resides, or to the state's attorney of the county, who shall prosecute the same. [1915 No 64 s 54]

Enforcement: duties of truant officers and powers of superintendent.—The superintendent may, and the truant officer shall stop a child between the ages of five and sixteen years, * * * not excused or exempted by law, who is ever found during school hours, and take him to the school. [1915 No 64 s 55]

Enforcement: duties and powers of superintendents.—If a parent or guardian of a child represents to the superintendent that the child is unable to attend school, and the superintendent has reason to believe that the statement is untrue, he shall investigate and, if upon such investigation he is satisfied that the statement is untrue, he shall request the health officer of the town or a competent physician to examine the child and report his mental or physical condition to the superintendent. The expense of such examination shall be paid from the school fund. [1915 No 64 s 56]

Enforcement: duties of superintendents, truant officers, etc.—If a truant officer has reason to believe that a person has violated the provisions of this chapter, he shall forthwith notify the town grand juror of the town in which said person resides, or the county grand juror of the county, and furnish him the evidence upon which he believes that said grand juror or said State's attorney shall prosecute the person. The complaint, indictment or information shall state that the respondent, (naming him) having the age, (naming him) neglects to send said child to school. [1915 No 64 s 57]

Poor relief for child failing to attend on account of poverty.—If the parent or guardian of a child of school age notifies the superintendent that the child is unable to attend school on account of poverty, and the superintendent is satisfied that the statement is true, and that said person is unable to provide suitable clothing for the child, the superintendent shall notify the overseer of the poor, who shall at once provide the child with suitable clothing for school attendance. [1915 No 64 s 59]

Penalty: superintendents, truant officers, etc.—A superintendent, truant officer or overseer of the poor, who refuses or neglects to carry out the provisions of this chapter [1915 No 64 s 47-70], shall be fined not more than one hundred dollars. [1915 No 64 s 64]

General penalty.—A person who violates a provision of this chapter [1915 No 64 s 47-70] shall, unless otherwise provided, be fined not more than one hundred dollars, nor less than five dollars, which shall be paid to the town or county. The justices of the peace and municipal courts shall have jurisdiction of the offenses arising under this chapter, and the county court of offenses arising under this chapter. [1915 No 64 s 65]

Enforcement: duties and powers of supervisors of unorganized towns and gores.—The supervisors of unorganized towns and gores shall perform all the duties and have all the powers and authorities of school committees of organized towns, as to all matters pertaining to school affairs. [1915 No 64 s 173]

MERCANTILE ESTABLISHMENTS,

SEATS FOR GIRLS

Seats to be provided and their use permitted.—The proprietor or manager of any mercantile establishment, store, place where women or girls are employed as clerks, saleswomen, or in any other capacity, shall provide chairs, stools or other contrivances for the comfortable seating of the girls employed for the preservation of their health and for rest when discharged of their respective duties. [1915 No 209 s 1]

Penalty.—Any proprietor, manager or other person who fails to comply with the provisions of this act, shall be fined not more than one hundred dollars. [1915 No 209 s 2]

VIRGINIA

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EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

General assembly may provide for compulsory education of children from 8 to 12; exemptions.—The general assembly may, in its discretion, provide for the compulsory education of children between the ages of eight and twelve years, except such as are weak in body or mind, or can read and write, or are attending private schools, or are excused for cause by the district school trustees. [Constitution article 9 section 138]

CHILD LABOR AND VAGRANCY

Persons living on earnings of their minor children declared vagrants.—The following persons shall be deemed vagrants:

* * * * * * *

Eighth. All persons who are able to work and who do not work, but hire out their minor children and live upon their wages. [Code 1904 section 884]

Enforcement: duties of police officers, sheriffs, etc.; vagrancy a misdemeanor.—It shall be, and is hereby, made the duty of the sheriff and constables of every county, the police, or town sergeants or other like officials in every city and town in this State, to give information, under oath, to any officer empowered by law to issue criminal warrants, of all vagrants within their knowledge or persons whom they have good reason to suspect of being vagrants, in their respective counties, cities, and towns; and thereupon, or upon the complaint of any person upon oath, the said officer shall issue a warrant for the arrest of the person alleged to be a vagrant, and he shall be brought before any magistrate having jurisdiction of misdemeanors within said county, city, or town, and upon conviction shall be punished as for a misdemeanor: *Provided however,* That the magistrate may, in his discretion, or the court before which the case may be tried on appeal may, in its discretion, permit such person so convicted to give bond, with sufficient security, in an amount not exceeding five hundred dollars nor less than one hundred dollars, conditioned upon his future industry and good conduct for one year; and upon giving such bond such person shall be set at liberty without undergoing the punishment imposed by his conviction: *And provided further,* That it shall be a sufficient defense to the charge of vagrancy under this and the preceding section that the defendant has made reasonable bona fide efforts to obtain employment at reasonable prices for his labor and has failed to obtain the same. [C 1904 s 885]

Penalty.—A misdemeanor, for which no punishment shall be imposed, but the offender shall be punished by fine or confinement in jail, or both, in the discretion of the court trying the case without a jury. [C 1904 s 1790c (7)]

EDUCATIONAL REQUIREMENTS

SCHOOL CENSUS

Enumeration of children from 7 to 20.—The clerk of each school district shall, in proper person or by deputies approved by the school board, take a census of all persons between the ages of seven and twenty within the school district, and gather statistics relating to the same, according to the forms furnished by the state superintendent. The lists thus prepared shall be submitted for the inspection of the school board as soon as may be after their completion, and shall be open to the inspection of any citizen. When so revised, they shall be immediately delivered to the county board of education. The clerk or his deputy shall receive compensation out of the district fund of three dollars per hundred of the children listed by him for each year's discovery, before or after the settlement of the accounts, or to a fine by the district board * * *. [C 1904 s 1790c (7)]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Duties of factory inspectors.—The commissioner of labor and industry shall have the supervision and control of the said bureau [of labor and industry] in connection therewith as the "chief factory inspector" and shall enforce the enforcement of all laws now in force, or which may hereafter be enacted, relating to the inspection of factories, mercantile establishments, and commercial institutions in this State, and perform such other duties as may be hereafter prescribed by law to be performed by him. He shall have power to appoint an assistant chief factory inspector and such other factory inspectors as may be necessary. The duties of the chief factory inspector and of the deputy factory inspector shall be those now in force, or which may be hereafter, imposed by law upon the chief factory inspector and his deputies who serve as factory inspectors. Said chief factory inspector, and deputy factory inspectors, shall be present at all factories, workshops, and commercial institutions in this State in which goods or merchandise are manufactured, purchased, or sold, at which time they shall be the duty of said inspectors to enforce the provisions of chapter 1790c (7), and perform such other duties as are now, or which may be hereafter, prescribed by law, and to prosecute all violations of law in connection with factories, mercantile establishments, mills, workshops, and commercial institutions in this State before any justice of the peace, or any other court in this State. And it shall be the duty of the Common Pleas, county, or city, upon the request of the chief factory inspector or his deputy, to prosecute any violations of law which it is the duty of the chief factory inspector to enforce. [C 1904 s 1790c (7) as added by Act 1904, chapter 104]

ALL OCCUPATIONS

WAGES

Wages of minor child of debtor.—The wages of a minor child of a debtor shall be a first lien in payment of the debts of the parent or other person liable to the payment of the debts.

MERCANTILE ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use permitted; penalty.—In every mercantile establishment there shall be maintained in mercantile establishments a seat for every girl therein to the number of at least one seat for every ten girls.

use thereof by such employees shall be allowed at such times and to such extent as may be necessary for the preservation of their health. If the duties of the female employees, for the use of whom the seats are furnished, are to be principally performed in front of a counter, table, desk or fixture, such seats shall be placed in front thereof; if such duties are to be principally performed behind such counter, table, desk or fixture, such seats shall be placed behind the same. If any employer of female help in the State of Virginia shall neglect or refuse to provide seats, as provided in this act [s 3657a], or shall make any rules, orders or regulations in his shop, store or other place of business, requiring females to remain standing when not necessarily employed in service or labor therein, he shall be deemed guilty of a misdemeanor, and upon conviction thereof in any court of competent jurisdiction shall be liable to a fine therefor in a sum not to exceed twenty-five dollars, with costs, in the discretion of the court. [C 1904 s 3657a as amended by 1910 C 189]

MANUFACTURING AND MERCANTILE ESTABLISHMENTS, WORKSHOPS, ETC.

HOURS OF LABOR

Ten hours a day for boys under 14 and girls of any age; exceptions; penalty.—No female and no child under fourteen years of age shall work as an operative in any factory, workshop, laundry, mercantile, or in any manufacturing establishment in this State more than ten hours in any one day of twenty-four hours. All contracts made or to be made for the employment of any female or of any child under fourteen years of age, as an operative in any factory, workshop, laundry, mercantile, or in any manufacturing establishment to work more than ten hours in any one day of twenty-four hours, are and shall be void. Any person having the authority to contract for the employment of persons as operatives in any factory, workshop, laundry, mercantile, or in any manufacturing establishment, who shall engage or contract with any female or any child under fourteen years of age to work as an operative in such factory, workshop, laundry, mercantile, or in any manufacturing establishment during more than ten hours in any one day of twenty-four hours shall be guilty of a misdemeanor, and be fined not less than five nor more than twenty dollars: *Provided*, That nothing contained in [this section] * * * shall apply to mercantile establishments in towns of less than two thousand inhabitants or to country stores. [C 1904 s 3657b as amended by 1914 C 158 s 1]

NOTE.—[See chapter 301 of the Acts of 1908 as amended by chapter 339 of the Acts of 1914, which appears to prohibit employment under 14 in factories, workshops, laundries, and mercantile establishments with certain exemptions.]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of boys under 21 and girls of any age in places where intoxicating liquors are manufactured, etc., prohibited; exceptions; penalty; application of act.—No male under twenty-one years of age and no female shall be employed in any capacity in any place, except in hotels, where intoxicating liquors are manufactured, bought, sold, packed, or shipped, except mercantile establishments in the country. Any person having authority to contract for the employment of persons in any place[,] except in hotels[,] where intoxicating liquors are manufactured, bought, sold, packed, or shipped, who shall engage or contract with, any male under twenty-one years of age, or any female, to work in any capacity in any place[,] except in hotels[,] where intoxicating liquors are manufactured, bought, sold, packed, or shipped, shall be deemed guilty of a misdemeanor, and, upon conviction thereof, shall be fined not less than five nor more than twenty dollars: *Provided however*, That nothing in this act [1914 C 158 s 3 and C 1904 s 3657b as amended by 1914 C 158 s 1] shall be construed to apply to females whose full time is employed as a bookkeeper, stenographer, cashier, or office assistant, nor shall the provisions of this act apply to canning factories and fish packing establishments located in the country sections. [1914 C 158 s 3]

MANUFACTURING AND MECHANICAL ESTABLISHMENTS, AND MINES

MINIMUM AGE AND HOURS OF LABOR

Employment under 12 prohibited; night work prohibited under 14; penalty for employer, parent, etc.—No child under the age of fourteen years and over twelve years of age shall be employed in any manufacturing, mechanical, or mining operations in this

Commonwealth to work between the hours of six o'clock postmeridian and seven o'clock antemeridian; and that no child under the age of twelve years shall be employed in any manufacturing, mechanical, or mining operation in this Commonwealth and any owner, agent, superintendent, overseer, foreman, or manager of any manufacturing, mechanical, or mining operation who shall knowingly employ, or permit to be employed, in the operation of which he is owner, agent, superintendent, overseer, foreman, or manager any child contrary to the provisions of this act [s 3657bb], and any parent or guardian who allows or consents to such employment of his child or ward shall, upon conviction of such offense, be fined not less than twenty-five dollars nor more than one hundred dollars. [C 1904 s 3657bb]

NOTE.—[See chapter 301 of the Acts of 1908 as amended by chapter 339 of the Acts of 1914, prohibiting employment under 14 in factories, workshops, mines, etc., with certain exemptions, and section 15, chapter 178 of the Acts of 1912, prohibiting employment under 14 in coal mines.]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Endangering life, health, or morals, or overworking child, prohibited.—It shall be unlawful for any person employing or having the custody of any child willfully to cause or permit the life of such child to be endangered or the health of such child to be injured, or willfully to cause or permit such child to be placed in a situation that its life or health or morals may be endangered, or to cause or permit such child to be overworked, cruelly beaten, tortured, tormented or mutilated. [C 1904 s 3795a(1) as amended by 1908 (c 282)]

Employment under 14 in rope walking, gymnastics, acrobatic performances, etc., prohibited; parent, etc.—It shall be unlawful for any person having the care, custody, or control of any child under the age of fourteen years to sell, apprentice, give away, let or hire out, or otherwise dispose of such child to any person in or for the vocation or occupation, service, or purpose of rope or wire walking, begging or peddling, or as gymnast, contortionist, rider, or acrobat in any place whatsoever, or for any obscene, indecent, or immoral purpose, exhibition, or practice whatsoever, or for or in any business, exhibition, or vocation injurious to the health or morals or dangerous to the life or limb of such child, or cause, procure, encourage, or permit any such child to engage therein. [C 1904 s 3795a(2)]

Employment under 14 in rope walking, gymnastics, acrobatic performances, etc., prohibited; employer, etc.—It shall also be unlawful for any person to take, receive, hire, employ, use, exhibit, or have in custody any child under the age aforesaid for any of the purposes prohibited in the second section [3795a(2)] of this act [s 3795a(1) 3795a(8)]. [C 1904 s 3795a(3)]

Penalty; custody of child may be forfeited.—Whenever any person or persons having the care or custody of any child within the age previously mentioned in this act [s 3795a(1) 3795a(8)] shall engage, hire out, or use such child in or for any business, exhibition, vocation, or purpose prohibited in this act, or shall permit the use of such child therefor, and shall be convicted of the same, the court or magistrate before whom such conviction is had may at his discretion if he should think it desirable for the welfare of such child deprive the person or persons so convicted of the custody of such child, and thereafter such child shall be deemed in the custody of the court, and thereupon such proceedings shall be had as to the commitment, custody, care, and education of such child as are provided for in section five of this act [for vagrant or destitute children] [C 1904 s 3795a(6)]

Penalty.—A person convicted under any of the provisions of this act [s 3795a(1) 3795a(8)] shall be deemed guilty of a misdemeanor and shall be punished by fine not exceeding two hundred dollars or by imprisonment in jail not exceeding twelve months or both. [C 1904 s 3795a(7)]

Definitions.—In this act the word "person" shall be construed to include corporations, partnerships, companies, and associations, as well as individuals. [C 1904 s 3795a(8)]

FACTORIES, WORKSHOPS, MINES, MERCANTILE ESTABLISHMENTS, ETC.

MINIMUM AGE AND HOURS OF LABOR

Employment under 14 prohibited in these occupations, and during school hours or at night in distribution, etc., of merchandise.—No child under the age of fourteen years shall be employed, permitted or suffered to work in any factory, workshop, mine

STREET TRADES IN CITIES

MINIMUM AGE

Employment of boys under 10 and girls under 16 prohibited.—No boy under of age and no girl under sixteen years of age shall, in any city in this State of more than ten thousand population or more, distribute, sell, expose, or offer for sale, newspapers, magazines, or other periodicals in any street or public place. [1908 C 339 amended by 1914 C 339]

REGULATED OCCUPATIONS

PENALTIES; EXEMPTIONS AND SPECIAL PERMITS.

Violation of act by employer, parent, etc.; fruit and vegetable canneries exempted during certain periods; other exemptions; evidence of violation.—Any owner, superintendent, overseer, foreman or manager, who shall knowingly employ or permit any child to be employed contrary to the provisions of this act, in any factory, workshop, mercantile establishment or laundry, with which he is connected, or any parent or guardian who allows any such employment of his child or ward, shall upon conviction of such offense be fined not less than twenty-five dollars nor more than one hundred dollars. But nothing in this act shall prevent a parent from working his or her child in any factory, workshop, mercantile establishment or laundry, or other place owned or operated by said parent, nor apply to persons employed in factories engaged exclusively in packing fruits and vegetables between July first and November first of each year. Any employment contrary to the provisions of this act shall be prima facie evidence of guilt, both as to the employer and the parent or guardian of the child so employed. *Provided further,* That nothing contained in this act shall apply to mercantile establishments in towns of less than two thousand inhabitants or in country places. *Provided however,* That upon petition of the parent, guardian or other person interested in such child to the circuit or corporation court the court may for good cause shown entered of record release any child, between the ages of twelve and sixteen years, or the parent or guardian of such child from the operation of this act. [1908 C 339 s 6 as amended by 1914 C 339]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Children from 8 to 12 where voters approve act; exceptions.—Every parent, guardian or other person having charge or control of any child between the ages of eight and twelve years, shall be required to send such child to a public school of the Commonwealth for at least twelve weeks in each school year, at least six weeks of which shall be consecutive, unless the district school trustees of the district in which the parent, guardian or other person resides, excuse for cause such child, or unless the child be weak in body or mind, or can read and write, or is attending a private school, or lives more than two miles by the usual traveled route from the nearest public school, or more than one mile from the line of an established public free school route: *Provided however,* That the provisions of this act shall not apply to any county, city or town in this Commonwealth, except, and until the qualified voters of such county or city or town shall, as hereinafter provided, avail themselves of the provisions hereof. [1908 C 364 s 1]

NOTE.—[This act has been approved by the following cities: Clifton Forge, Lynchburg, Richmond, and Bristol, and by the following counties: Alleghany, Henrico, Rockingham, Stafford and Wise.]

Approval of act to be decided by vote.—The provisions of this act may be made to apply in any county, city, town or magisterial district constituting a separate school district of this Commonwealth by submitting the question of compulsory education to the qualified voters of such county, city, or town at any general election to be held in said county, city, town or magisterial district composing a separate school district at a general election to be held in said county, city or town, or at any special election held for the purpose as hereinafter provided. * * * [1908 C 364 s 2]

Enforcement: duties of district school board.—In every county or city of the Commonwealth in which the provisions of this act may be made to apply as aforesaid, the district school board shall, on the second Monday in February and the second Monday in September, or within fifteen days thereafter, each year, in such manner

INTOXICATING LIQUORS

MINIMUM AGE

Employment of minors in saloons prohibited; penalty; revocation of license.—The following described acts shall be unlawful:

* * * * *

No female or minor shall be employed in any capacity in any saloon * * *. Any violation of any of the provisions of this section shall, upon conviction, serve to revoke the license of any person, firm or corporation so convicted, said revocation to take effect upon final judgment, and no license shall be granted to such person, or anyone in anywise connected with such person, in said liquor business for two years from the date of such final judgment * * *. [1910 C 190 s 19 subdivision e]

Penalty.—Any person violating any of the provisions of or failing to comply with any of the requirements of this act shall be deemed guilty of a misdemeanor, unless otherwise provided herein, and shall be fined not less than fifty nor more than one hundred dollars for each offense, and in addition he may, in the discretion of the court, be imprisoned not more than sixty days, and shall be required to give bond for twelve months, with approved security, in the penalty of five hundred dollars, and conditioned that he will not violate the provisions of this act. For the second and each succeeding offense he shall be fined not less than one hundred dollars, and shall be confined in jail not less than six nor more than twelve months: *Provided*, That if the physical condition of such convict will permit, instead of the jail sentence he shall be sentenced to work on the roads, and shall forfeit his bond previously given and be required to give bond with approved security in the penalty of one thousand dollars, conditioned as above. If he shall fail or refuse to execute the bond herein required, either for the first or any succeeding offense, he shall be confined in jail, in addition to his other punishment, not less than two nor more than six months. [1910 C 190 s 27]

IMMORAL OCCUPATIONS

MINIMUM AGE

Sending children under 17 to immoral places, etc., prohibited; penalty.—It shall be unlawful for any person to cause or encourage any boy or girl to commit a misdemeanor, or for any person to send or cause to be sent any boy or girl, under seventeen years of age, to any house of prostitution, or to any saloon or wine room, or to any policy shop or gambling place, or to any pool room or bucket shop, knowing them to be such, or knowingly permit, contribute to, encourage, or cause any such child to be guilty of any vicious or immoral conduct, and any person so offending shall be guilty of a misdemeanor, and shall be tried in any court of competent jurisdiction and upon conviction thereof shall be punished by a fine not in excess of one hundred dollars, or by imprisonment in jail for a period not exceeding one year, or, in the discretion of the court, in lieu thereof, to hard labor on the public roads for a period not to exceed six months. [1910 C 347 s 3]

NOTE.—[For similar provision governing children under 18, see section 1, chapter 228, Acts of 1914.]

COAL MINES

MINIMUM AGE

Enforcement: duties and powers of mine inspector.—* * * Said inspector [of mines] shall visit each mine once in six months, or oftener if called on in writing by ten men engaged in any one mine, or the owner, operator or superintendent of such mine, and make a personal examination of the interior of all mines, * * * and he shall see that the provisions of the mining statute are strictly carried out * * *. [1912 C 178 s 3]

Hindering inspector prohibited.—The operator or agent of every coal mine shall furnish the inspector proper facilities for entering such mine and making examinations or obtaining information * * *. [1912 C 178 s 14]

Employment of boys under 14 and girls of any age prohibited; proof of age may be required; penalty.—No boy under fourteen years of age, nor female persons of any age shall be permitted to work in any coal mine, and in all cases of doubt the parents or guardians of such boys shall furnish affidavits of their ages. Any operator, agent or mine foreman who shall knowingly violate the provisions of this section, or any person knowingly making a false statement as to the age of any boy under fourteen years of

age applying for work in any coal mine, shall, upon conviction, be fined not less than ten nor more than five hundred dollars, or to [sic] be imprisoned in the county jail not less than ten nor more than ninety days, in the discretion of the court. [1912 C 178 s 15]

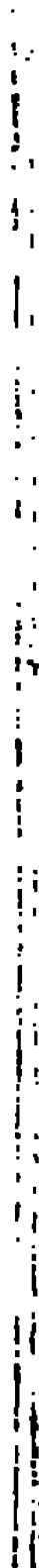
Application of act.—The provisions of this act shall apply only to coal mines in which five or more persons are employed in a period of twenty-four hours, but no mine employing less than ten shall be required to employ a mine foreman. [1912 C 178 s 24]

IMMORAL OCCUPATIONS

MINIMUM AGE

Sending children under 18 to immoral places, etc., prohibited; penalty.—Any person over eighteen years of age who shall cause or encourage any child under the age of eighteen years to commit any misdemeanor or who shall send or cause to be sent any such child to, or permit any such child to enter or remain in, any house of prostitution, or any saloon or wine room, or to any policy shop or gambling place, or to any pool room or bucket shop, knowing them to be such, or who knowingly permits or induces any such child to enter or remain in any such place or in any place for an unlawful purpose, or who knowingly permits, contributes to, encourages or causes any such child to be guilty of any such vicious or immoral conduct, as is herein specified, or who shall subject any such child to vicious or immoral influences, in the manner herein specified, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be subject to punishment by a fine of not more than five hundred dollars, or by imprisonment in jail for a period not exceeding one year, or [by] both. [1914 C 228 s 1]

NOTE.—[For similar provision governing children under 17, see section 3, chapter 347, Acts of 1910.]



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BAKESHOPS

HOURS OF LABOR

Night work prohibited under 16.—No employer shall require, permit or suffer any person under sixteen years of age to work in his bakeshop between the hours of eight o'clock in the evening and five o'clock in the morning. [Pierce's Code 1912 title 37 section 17]

Penalty.—Any person who violates the provisions of this act [s 1-19] shall be guilty of a misdemeanor, and on conviction thereof before any court of competent jurisdiction, shall be fined not less than twenty-five nor more than fifty dollars or imprisoned not more than ten days for the first offense; and shall be fined not less than fifty nor more than one hundred dollars and imprisoned not less than ten or more than thirty days for each offense after the first. [P C 1912 t 37 s 19]

ALL OCCUPATIONS

WAGES

Payment to minor if contract with him alone.—When a contract for the personal services of a minor has been made with him alone, and those services are afterwards performed, payment made therefor to such minor in accordance with the terms of the contract, is a full satisfaction for those services, and the parents or guardian can not recover therefor. [P C 1912 t 69 s 9]

ALL REGULATED OCCUPATIONS

PENALTIES

Misdemeanor.—Every person convicted of a misdemeanor for which no punishment is prescribed by any statute in force at the time of conviction and sentence, shall be punished by imprisonment in the county jail for not more than ninety days, or by a fine of not more than two hundred and fifty dollars. [P C 1912 t 135 s 27]

Gross misdemeanor.—Every person convicted of a gross misdemeanor for which no punishment is prescribed in any statute in force at the time of conviction and sentence, shall be punished by imprisonment in the county jail for not more than one

year, or by a fine of not more than one thousand dollars, or by both. [P C 1912 t 135 s 29]

Performing any prohibited act constitutes misdemeanor.—Whenever the performance of any act is prohibited by any statute, and no penalty for the violation of such statute is imposed, the committing of such act shall be a misdemeanor. [P C 1912 t 135 s 30]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 18 prohibited; sending messengers to immoral places; misdemeanor for parent, employer, etc.—Every person who shall employ, or cause to be employed, or exhibit or have in his custody for exhibition or employment any minor actually or apparently under the age of eighteen years; and every parent, relative, guardian, employer or other person having the care, custody, or control of any such minor, who shall in any way procure or consent to the employment of such minor—

1. In begging, receiving alms, or in any mendicant occupation; or,
2. In any indecent or immoral exhibition or practice; or,
3. In any practice or exhibition dangerous or injurious to life, limb, health or morals; or,

4. As a messenger for delivering letters, telegrams, packages or bundles, to any known house of prostitution or assignation;

Shall be guilty of a misdemeanor.¹ [P C 1912 t 135 s 387]

STORES, FACTORIES, MINES, ETC.

MINIMUM AGE AND EMPLOYMENT CERTIFICATES

Employment of boys under 14 and girls under 16 without permit prohibited; farm and house work excepted; misdemeanor for parent, employer, etc.—Every person who shall employ, and every parent, guardian or other person having the care, custody or control of such child, who shall permit to be employed, by another, any male child under the age of fourteen years or any female child under the age of sixteen years at any labor whatever, in or in connection with any store, shop, factory, mine or any industrial employment not connected with farm or house work, without the written permit thereto of a judge of a superior court of the county wherein such child may live, shall be guilty of a misdemeanor.¹ [P C 1912 t 135 s 389]

Court decision.—An employer who employs a child represented by the father to be 16 years old, and who himself indicates that he is over 14, may not rely on the child's assumption of risk.—*Glucina v. Glucina Brick Co.*, 115 Pac. 843 (1911).

IMMORAL OCCUPATIONS

MINIMUM AGE

Distribution of obscene literature by minors prohibited; gross misdemeanor for employer, parent, etc.—Every person who * * * shall hire, use or employ, or having custody or control of his person shall permit any minor to sell, give away, or in any manner distribute any article hereinbefore mentioned [book, pamphlet, magazine, newspaper, etc., devoted to the publication, or largely made up of criminal news, police reports, accounts of criminal deeds, or pictures and stories of deeds of bloodshed, crimes, etc.]; * * * shall be guilty of a gross misdemeanor.² [P C 1912 t 135 s 413]

INTOXICATING LIQUORS

MINIMUM AGE

Employment of girls in saloons, etc., prohibited; penalty.—No female person shall be employed in any capacity in any saloon,³ beer hall, barroom, theater, or place of amusement, where intoxicating liquors are sold as a beverage, and any person or corporation convicted of so employing, or of participating in so employing, any such female person shall be fined not less than five hundred dollars; and any person convicted may be imprisoned in the county jail for a period of not less than six months. [P C 1912 t 135 s 1495]

Court decision.—This section was held constitutional.—*In re Considine*, 16 Wash. 358, 83 Fed. 157 (1898).

¹ For penalty for misdemeanor, see page 3 (Pierce's Code 1912, title 135, section 27).

² For penalty for gross misdemeanor, see page 3 (Pierce's Code 1912, title 135, section 29).

³ Proprietor of saloon, etc., is prohibited by Pierce's Code 1912, title 135, section 389, from admitting any person to such place, or allowing such person to remain therein.

the attorney general; and it shall be the duty of the attorney general to bring suits upon duly verified information being lodged with him of such violation having occurred, in any superior court; and it shall also be the duty of the railroad commission to fully investigate all cases of the violation of this act, and to lodge with the attorney general information of any such violation as may come to its knowledge. [P C 1912 t 291 s 139]

MECHANICAL AND MERCANTILE ESTABLISHMENTS, LAUNDRIES,

HOURS OF LABOR FOR GIRLS

Eight hours a day; canning industries, etc., excepted; constitutionality.—No female shall be employed in any mechanical or mercantile establishment, laundry, or restaurant in this State more than eight hours during any day. The hours of employment may be so arranged as to permit the employment of females at any time so that they shall not work more than eight hours during the twenty-four: *Provided however* That the provisions of this section in relation to the hours of employment shall not apply to, nor affect, females employed in harvesting, packing, curing, canning, or drying any variety of perishable fruit or vegetable, nor to females employed in canning fish or shellfish. If it shall be adjudicated that the foregoing proviso and exception shall be unconstitutional and invalid for any reason, an adjudication of invalidity of said proviso or of any part of this act [s 145-149] shall not affect the validity of this act as a whole or any other part thereof. [P C 1912 t 291 s 145]

Court decisions.—The section of which this is an amendment was held constitutional; exemption of canning industries held not discriminating.—*State v. Buchanan*, 29 Wash. 602, 70 Pac. 52 (1902). This section was held constitutional.—*State v. Somerville*, 67 Wash. 638, 122 Pac. 324 (1912). This section does not exempt establishments within the exemption, but an employee therein not engaged in the canning of fish is within the act.—*State v. Pacific American Fisheries*, 131 Pac. 452 (1913).

ALL OCCUPATIONS

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every employer in establishment where females are employed shall provide suitable seats for them and shall permit the use of such seats by them when they are not engaged in the active duties for which they are employed, and every such employer shall keep posted in an open and conspicuous place in each room where such females are at work a copy of this act [s 145-149] printed in such form and style as may be prescribed by the commissioner of labor. [P C 1912 t 291 s 147]

REGULATED OCCUPATIONS

PENALTY

Violation of act.—Any employer, overseer, superintendent or other agent of such employer who shall violate any of the provisions of this act [s 145-149], upon conviction thereof be fined for each offense in a sum not less than ten dollars nor more than one hundred dollars. [P C 1912 t 291 s 149]

FACTORIES, WORKSHOPS, STORES, MESSENGERS, ETC.

MINIMUM AGE AND EMPLOYMENT CERTIFICATES

Employment of messengers under 19 in certain cities prohibited; employment of children under 14 in factories, mills, workshops or stores prohibited; permits may be granted children from 12 to 14 on account of poverty; permits may be granted messenger boys over 14. No person under the age of nineteen years shall be employed as a public messenger by any person, telegraph company, telephone company, or messenger company in any city of the first class in this State, nor shall any child of either sex under the age of fourteen years be hired out to labor in any factory, mill, workshop or store at any time. *Provided*, That any superior court judge may issue a permit for the employment of a child between the ages of twelve and fourteen years at any occupation, not in the judgment, dangerous or injurious to the health or morals of such child, upon evidence satisfactory to him, that the labor of such child is necessary for its support or for the assistance of any parent: *And provided further*, That the judge of the juvenile court may issue permits for the employment of any male child over fourteen years of age as messenger by telegraph, telephone and messenger companies subject to such

Complaints and investigations.—Any worker or the parent or guardian of any to whom this act applies may complain to the commission that the wages paid workers are less than the minimum rate and the commission shall investigate the same and proceed under this act in behalf of the worker. [1913 C 174 s 17½]

Right to recover balance when paid less than minimum wage.—If any employee receive less than the legal minimum wage, except as hereinbefore provided in section 13, said employee shall be entitled to recover in a civil action the full amount of the legal minimum wage as herein provided for, together with costs and attorney's fees to be fixed by the court, notwithstanding any agreement to work for such lesser wages. In such action, however, the employer shall be credited with any wages which have been paid upon account. [1913 C 174 s 18]

Right of appeal from decisions.—All questions of fact arising under this act shall be determined by the commission and there shall be no appeal from its decision upon a question of fact. Either employer or employee shall have the right of appeal to the superior court on questions of law. [1913 C 174 s 19]

Biennial reports.—The commission shall biennially make a report to the governor and State legislature of its investigations and proceedings. [1913 C 174 s 20]

TELEPHONE INDUSTRIES

WAGES, HOURS AND CONDITIONS OF LABOR

Power of industrial welfare commission to establish standards for women and in rural communities, etc.; application of act.—The industrial welfare commission is hereby authorized, in such manner as it shall deem advisable, and upon notice and hearing to parties directly affected thereby, to ascertain and establish such standards of wages, hours of work and conditions of labor of women and minors employed in the telephone industry in rural communities and in cities of less than three thousand (3,000) population, as shall be found to be reasonable and not detrimental to the health and morals of such women and minors and which shall be sufficient to insure decent maintainance of such women and minors, and notwithstanding any law or regulation heretofore passed or regulations of such commission heretofore made relative to the same. *Provided,* That nothing in this act contained shall be construed to amend or repeal any law or any regulation relating to wages, hours of labor or conditions of labor of women or minors excepting as in this act authorized. [1915 C 68 s 1]

the employer, in duplicate, one of which said affidavits, in duplicate, shall be immediately filed with the district inspector of the district in which the mine is located. Each affidavit shall as to the employer, be conclusive as to the age of such boy. Any operator, agent or mine foreman who shall knowingly violate the provisions of this section, or any person knowingly making a false statement as to the age of a boy under fourteen years of age, applying for work in any coal mine, shall, upon conviction, be fined not less than ten nor more than one hundred dollars, or be imprisoned in the county jail not less than ten nor more than ninety days, in the discretion of the court. [H C 1913 C 15H s 485 as amended by 1915 C 10 s 32]

Court decisions.—A violation of this section constitutes actionable negligence.—*Norman v. V. Pocohontas Coal Co.*, 69 S. E. 857 (1910); *Burke v. Big Sandy Coal & Coke Co.*, 69 S. E. 992 (1911). If an affidavit was required by the employer and not furnished, misrepresentation as to the boy's age does not defeat a recovery for injury sustained while employed in violation of the statute.—*Blankenship v. Coal Co.*, 70 S. E. 863 (1911). But a father could not recover since he consented to the employment of his child in violation of the statute, which constituted contributory negligence.—*Dickenson v. Stuart Coal Co.*, 71 W. Va. 325, 76 S. E. 654 (1912). Employment in violation of the statute is prima facie negligence exempting the child from the defense of contributory negligence.—*Honaker v. Coal Co.*, 71 W. Va. 325, 76 S. E. 180 (1912).

Employment from 14 to 16 during school hours prohibited; affidavit of age required for employment under 16 in any dangerous position prohibited; penalty for violation or false statement.—It shall be unlawful for any person, operator, agent or mine foreman, to employ or permit any boy between the ages of fourteen and sixteen years to work in or about a coal mine at any time in which a free school is in session in the school district where said boy resides. Before any person, operator, agent or mine foreman, employs or permits any boy to work in or about a coal mine at any time in which a free school is in session in the school district where said boy resides, he shall require from the parent or guardian of such boy, affidavits in duplicate, that such boy has, at the time of his employment or permission to work, reached the age of sixteen years. A duplicate of said affidavit, or affidavits, shall be immediately forwarded to the district inspector of the district in which the mine is located. No boy under the age of sixteen shall be employed or permitted to work in or about any coal mine, at any time in a position which, in the opinion of the district inspector, is hazardous. Any person violating the provisions of this section, or making any false statement in the affidavit required herein, shall be guilty of a misdemeanor and upon conviction shall be fined not less than twenty-five dollars nor more than one hundred dollars, or be imprisoned in the county jail not more than thirty days, in the discretion of the court. [1915 C 10 s 33]

Application of act.—The provisions of this act [s 469—495 as amended and reenacted by 1915 C 10] shall apply only to coal mines in which five or more persons are employed in a period of twenty-four hours; but no mine employing less than ten persons shall be required to employ a mine foreman. [H C 1913 C 15H s 495 as amended by 1915 C 10 s 86]

DANGEROUS OCCUPATIONS

MINIMUM AGE

Cleaning machinery in motion prohibited for minors.—* * * No minor or female of any age shall be permitted to clean any of the mill gearing or machinery in manufacturing establishments [manufacturing, mechanical, mercantile, and other establishments] while the same is in motion. [H C 1913 C 15H s 518]

Court decision.—A violation of this section may show negligence of the employer.—*Parfitt v. S. Co.*, 68 W. Va. 438, 69 S. E. 985 (1910).

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

TOILETS AND DRESSING ROOMS FOR GIRLS

Separate toilets for the sexes; separate dressing rooms if needed.—In every factory, workshop or establishment, in this State, where females are employed, where clean work of any kind has to be performed, suitable places shall be provided for such females to wash and to change clothing, * * * and separate water-closets shall be provided for the use of employees of either sex, in all manufacturing, mechanical, mercantile and other establishments in this State where persons of both sexes are employed. [H C 1913 C 15H s 520]

telegraph operators may be permitted to be on duty for a period of twelve consecutive hours in any twenty-four consecutive hours, but such extension of time shall only for a period long enough to enable such railroad company to supply the number of operators at such office, and shall in no case extend over a period of more than two days, nor under this provision shall it be lawful for any telegraph or telephone operator to be on duty twelve consecutive hours in any twenty-four consecutive hours for more than three times in any calendar month; but nothing in this shall prevent any such company and operator agreeing to a longer day than eight hours, but in no case shall any such operator be permitted to be on duty longer than twelve consecutive hours in any twenty-four consecutive hours under such agreement. [H C 1913 C 54 s 3023]

Penalty.—Any person, corporation or association convicted of violating the provisions of this act [s 3023–3024] shall be guilty of a misdemeanor and pay a fine of not less than one hundred dollars for the first offense, and for each offense committed after conviction herunder, pay a fine of three hundred dollars. [H C 1913 C 54 s 3024]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC HOUSES AND EXHIBITIONS

MINIMUM AGE

Employment under 15 in rope walking, gymnastics, acrobatic performances, etc., prohibited; penalty.—Any person having the care, custody, or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away or otherwise dispose of such child, or any person who shall take, receive or employ such child for the vocation or occupation of rope or wire walking or as an acrobat, gymnast, contortionist or rider, and any person who, having the care, custody, or control of any minor child whatsoever, shall sell, apprentice, give away or otherwise dispose of such child, or who shall take, receive or employ such child for any obscene, indecent or illegal exhibition or vocation, or any vocation injurious to the health, or dangerous to the life or limb, of such child engaged therein, or for the purpose of prostitution, and any person who shall retain, harbor, or employ any minor child in or about any assignation house or brothel, or any place where any obscene, indecent or immoral exhibition takes place, shall be guilty of a misdemeanor, and shall be fined not less than five dollars, nor more than one hundred dollars, for each offense. [H C 1913 C 144 s 5176]

Employment under 18 in street singing, playing on musical instruments, etc., prohibited; penalty.—Any person having the care, custody, or control, lawful or unlawful, of any minor child under the age of eighteen years, who shall use such minor child as an apprentice, give away, let out, hire or otherwise dispose of, such minor child for any person, for the purpose of singing, playing on musical instruments, begging or carrying on any mendicant business whatsoever in the streets, roads, or other highways of this city, and whosoever shall take, receive, hire, employ, use or have in custody, any minor child for the vocation, occupation, calling, service or purpose of singing, playing on musical instruments or begging upon the streets, roads or other highways of this city, or for any mendicant business whatever, shall be guilty of a misdemeanor and shall be fined not less than five dollars nor more than one hundred dollars. [H C 1913 C 144 s 5177]

Employment under 15 in places where intoxicating liquors are sold, etc., prohibited; penalty.—Any person having the care, custody, or control of any minor child under the age of fifteen years, who shall in any manner sell, apprentice, give away or otherwise dispose of such child to sing, dance, act, or in any manner exhibit it in any dance house, saloon, theater or place of entertainment where wines or spirituous or malt liquors are sold or given away, or with which any place for the sale of wines or spirituous or malt liquors is directly or indirectly connected by any passageway or entrance, and any proprietor of any dance house whatever, or any such concert saloon, theater or place of entertainment, so employing any such child, shall be guilty of a misdemeanor and shall be fined not less than five dollars nor more than one hundred dollars for each offense. [H C 1913 C 144 s 5178]

to the county or city superintendent, a written report bearing date as of the thirtieth day of June, of such year, signed by him and verified by his affidavit, showing:

First. The number, names and ages of children, male and female designated separately, over the age of four and under the age of twenty years residing in the district, and the names of their parents, guardians or other persons with whom such children resided, respectively, on the last day of June preceding. * * * [St C 27 s 462]

EDUCATIONAL REQUIREMENTS

COMPULSORY EVENING AND CONTINUATION SCHOOL ATTENDANCE

Enforcement: duties and powers of local boards of education.—In every town or village or city of over five thousand inhabitants—there shall be, and in towns, cities and villages of less than five thousand inhabitants there may be a local board of industrial education, whose duty it shall be to establish, foster and maintain schools¹ for instruction in trades and industries, commerce and household arts in part-time-day, all-day and evening classes and such other branches as are enumerated in subsection 1 of section 553 p-5 of the Statutes [English, citizenship, sanitation and hygiene and the use of safety devices, and such other branches as the State superintendent and the State board of industrial education shall approve]. * * * [Statutes C 27 s 553p-3.1 as amended by 1915 C 515]

Schools to be established whenever twenty-five persons qualified to attend petition therefor.—Whenever twenty-five persons qualified to attend an industrial, commercial, continuation or evening school file a petition therefor with the local board of industrial education the board shall establish such school or schools or provide other facilities as authorized in sections 553p-1 to 553p-15, inclusive. [Statutes C 27 s 553p-3.9]

CIGAR SHOPS AND CIGAR FACTORIES

HOURS OF LABOR

Eight hours a day, 48 a week, under 18.—No person under eighteen years of age shall be employed or permitted to work in a cigar shop or a cigar factory at manufacturing cigars for longer than eight hours a day or forty-eight hours a week. [St C 73a s 1636-106]

TOILETS AND DRESSING ROOMS FOR GIRLS

Separate for the sexes.—Where men and women are employed there shall be separate dressing rooms and water-closets for the different sexes. [St C 73a s 1636-107]

PENALTY AND ENFORCEMENT

Violation of act.—Any person violating any provision of sections 1636-101 to 1636-109, inclusive, shall be punished by fine not exceeding twenty-five dollars and no less than ten dollars for the first offense, and by fine not exceeding fifty dollars, and no less than twenty-five dollars for the second and each following offense. [St C 73a s 1636-108]

Duties and powers of industrial commission.—The [industrial commission] shall have full power and it shall be [its] duty to enforce all the provisions of sections 1636-101 to 1636-109, inclusive * * *. [St C 73a s 1636-109]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, ETC.

HOURS OF LABOR FOR GIRLS

Definition of terms.—The following terms as used in sections 1728-1 to 1728-4, inclusive, shall be construed as follows:

(1) The term "place of employment" shall mean and include any manufactory, mechanical or mercantile establishment, laundry, restaurant, confectionery store, or telegraph or telephone office or exchange, or any express or transportation establishment.

¹ The following cities were maintaining such schools on January 1, 1915:

Appleton, Beaver Dam, Beloit, Chippewa Falls, Cudahy, Eau Claire, Fond du Lac, Grand Rapids, Green Bay, Janesville, Kenosha, La Crosse, Madison, Manitowoc, Marinette, Marshfield, Menasha, Menominee, Milwaukee, Neenah, Oshkosh, Racine, Sheboygan, South Milwaukee, Stevens Point, Superior, Two Rivers, Wausau, and West Allis.

(2) The term "employment" shall mean and include any trade, occupation, process of manufacture, or any method of carrying on such trade or occupation, in which any female may be engaged, or for any place of employment, as herein defined.

(3) The term "employer" shall mean and include every person, firm, corporation, agent, manager, representative, or other person having control or custody of any employment or place of employment, as herein defined.

(4) The terms "order," "general order," "special order," "safe," "safety," "welfare" shall be construed as defined in section 2394-41 of the Statutes. [St C 83 s 1728-1]

Industrial commission to issue orders regulating the hours of labor for females; penalties for violation; provisional schedule of 10 hours a day, 55 a week, for day work, and 8 a night, 48 a week, for night work; 1 hour for meals each day or night.—No female shall be employed or be permitted to work in any place of employment or at any employment for such period or periods of time during any day, night or week, as shall be dangerous or prejudicial to the life, health, safety or welfare of such female. It shall be the duty of the industrial commission and it shall have power, jurisdiction and authority to investigate, ascertain, determine and fix such reasonable classifications and to issue general or special orders fixing a period or periods of time, or hours beginning and ending work during any day, night or week, which shall be necessary to protect the life, health, safety or welfare of any female, or to carry out the purposes of section 1728-1 to 1728-4, inclusive, of the Statutes. Such investigations, classifications and orders, and any action, proceeding, or suit to set aside, vacate, amend any such order of said commission, or to enjoin the enforcement thereof shall be made pursuant to the proceeding in sections 2394-41 to 2394-70, inclusive, relating and defining powers of industrial commission relating to orders concerning safety, etc.] of the Statutes, which are hereby made a part hereof, so far as not inconsistent with the provisions of sections 1728-1, 1728-2, 1728-3, and 1728-4 of the Statutes, and every order of the said commission shall have the same force and effect as the orders issued pursuant to said sections 2394-41 to 2394-70, inclusive, of the Statutes, and the penalties therein shall apply to and be imposed for any violation of sections 1728-1, 1728-2, 1728-3, and 1728-4 of the Statutes. Until such time as the industrial commission shall so investigate, ascertain, determine and fix, and issue general or special orders thereon, the periods of time specified in the attached schedule (see below) shall be deemed to be dangerous or prejudicial to the life, health, safety or welfare of females.

SCHEDULE.

At day work, more than ten hours in any one day, or more than fifty-five hours in any one week. At night work, more than eight hours in any one night, or more than forty-eight hours in any one week. Day work is work done between six o'clock a. m., and eight o'clock p. m., of the same day: *Provided*, That employment for more than one night in the week after eight o'clock p. m. shall not be considered night work. Night work is work done between eight o'clock p. m. and six o'clock a. m. of the following day. Less than one hour during each day or night for dinner and other meals. [St C 83 s 1728-2]

Hours to be posted; exceptions.—Every employer shall post in a conspicuous place in each of the several departments in or for which women are employed, a list in printed form furnished by the industrial commission, stating the names and hours required of each woman during each day of the week, the hours of commencing and stopping work, and the period allowed for dinner or other meals. Such list shall not be posted where time records are kept for inspection by the said commission for a period of at least six months prior to such inspection or where any other substitution shall be equally effective for the enforcement of sections 1728-1 to 1728-4, inclusive, of the Statutes, approved by the commission. [St C 83 s 1728-3]

Enforcement: evidence of violation.—The employment of any female in any place of employment or place of employment, as defined in section 1728-1, at any time during which the hours of labor are more than those of the posted hours of labor, as hereinbefore provided for, shall be prima facie evidence of a violation of this act [s 1728-1 to 1728-4]. Every day for each female employed, and every week for each female employed, during which an employer shall fail to observe or to comply with any order of the commission, or shall fail to perform any duty enjoined by sections 1728-1 to 1728-4, inclusive, of the Statutes, shall constitute a separate and distinct offense. [St C 83 s 1728-4]

(2) Boats and vessels engaged in the transportation of passengers or cargo; pilot; fireman; engineer.

(3) Docks; in or about.

(4) Dusts; operating or using any emery, tripoli, corundum, any abrasive or emery polishing or buffing materials, as [or] of iridium, are manufacture

(5) Electric wires; on the outside, erection and re

(6) Elevators; in, the running or management of machines.

(7) Explosives; in or about establishments where gun-cotton, gunpowder, or other high or dangerous compounds or stored.

(8) Matches; in dipping, dyeing [drying] or pack

(9) Mine or quarry; in or about.

(10) Oiling or cleaning; in oiling or cleaning da in motion.

(11) Railroads; switch tending, gate tending, or t man, engineer, motorman, conductor, telegraph op

(12) Wharves; in or about.

(13) No female under eighteen years of age shall any telegraph or telephone company, firm or corpora corporation or individual engaged in similar business

(c) Children under sixteen years of age:

(1) Bakeries; dough brakes or cracker machinery

(2) Belts; adjusting belts (in motion); sewing be

(3) Boilers; operating any steam boiler or steam-

(4) Bowling alleys; as pin boys.

(5) Building trades; on scaffolding, or on ladder

(6) Burnishing machines in any tannery or leath

(7) Corrugating rolls in roofing or washboard fact

(8) Dusts; occupations causing dust in injurious

(9) Emery or polishing wheel for polishing meta

(10) Immoral purposes; manufacture of goods for

(11) Iron and steel, wire or iron-straightening m

(12) Laundry machinery.

(13) Liquors; in or about any store, brewery, di hotel barroom, saloon, saloon dining room or restaura a saloon or a similar place of any name, or in or abou pool room, beer garden, or similar place of any nam malt liquors are made, bottled, sold or given away.

(14) Machinery; oiling or assisting in oiling, wipi motion. Operating or assisting in operating or taki band saw, or any crosscut saw or slasher, or other c which material is taken from behind.

(15) Paints and poisons; manufacture of paints, ture of any composition in which dangerous or pois ture or preparation of compositions of dangerous or p preparation of compositions with dangerous or p preparation of compositions of lye or in which the health.

(16) Presses; cylinder or job, boring or drill.

(17) Rubber; washing, grinding or mixing mill of c manufacturing.

(18) Stamping machines; in sheet-metal and tin and nut factory. In lace, paper and leather manu

(19) Theater or concert hall.

(20) Tobacco; in any tobacco warehouse, cigar c manufactured or prepared.

(21) Woodworking; wood shaper, wood jointer, polishing or wood-turning machine.

(22) Wool, cotton, hair, upholstering; carding m ing wool, cotton, hair, or any upholstering materia

(23) Any other employment dangerous to life or depraving to the morals.

ANY GAINFUL OCCUPATION

EMPLOYMENT CERTIFICATES AND RECORDS

Contents of permits.—The permit required by section 1728a of the Statute shall state the name, the date and place of birth of the child, and describe the color and eyes, the height and weight, and any distinguishing facial marks of such child, and that the papers required in subsection 2 hereof have been duly examined, proved and filed. [St C 83 s 1728a-3.1]

Age and school records and promise of employment required.—The following evidence, records and papers shall be filed before such permit is issued:

(1) Evidence showing that such child is fourteen years of age in one of the following forms:

(a) A duly attested transcript of the birth certificate, filed as prescribed by law with the register [registrar] of vital statistics, or other officer charged with the duty of recording births.

(b) A certificate of a person in charge of a public school in the State or elsewhere, having a course of not less than eight years, or of a school in the State other than a public school, having a substantially equivalent course of study of not less than eight years' duration, in which school a record of the attendance of such child has been kept, showing that such child is a graduate of such school, and that according to the records kept in such school, such child is at least fourteen years of age; or

(c) A passport or a duly attested transcript of a certificate of baptism, showing the date and place of baptism of such child.

(d) If such proof does not exist or can not be secured as provided in subdivisions (a), (b) or (c), of subdivision (1) hereof, then such proof as may be satisfactory to the official issuing such permit may be filed in lieu thereof.

(2) A certificate of the superintendent of schools or the principal of the school attended by the child, or in the absence of both of the aforementioned persons, a certificate of the clerk of the school board, showing that such child is more than fourteen years of age, and stating also the date of the birth of such child, and the number of years it has attended school. Such certificate shall contain the further statement that such child has attended the public school, or some other school having a substantially equivalent course, as required by law, within the twelve months next preceding the date of such certificate, or next preceding the fourteenth birthday of such child; that such child is able to read and write simple sentences in the English language, and is familiar with the fundamental operations in arithmetic up to and including fractions, and that it has received during such one-year period, instruction in spelling, reading, writing, English grammar and geography; or in lieu of such statement relative to its educational attainments, that such child has passed successfully the fifth grade in the public school, or in some school having a substantially equivalent course, or that it has attended school for at least seven years. It shall be the duty of such superintendent, principal or clerk to issue certificate upon receipt of application in behalf of any child entitled thereto.

(3) A letter written on such regular letterhead or other business paper used by such person, stating the intention of such person, firm or corporation to employ such child, and signed by such person, firm or corporation, or by some one duly authorized to do so for them. [St C 83 s 1728a-3.2]

REGULATED OCCUPATIONS

ENFORCEMENT

Powers of truant officers, police officers, etc., in enforcing sections 1728a to 1728j.—For the purposes of sections 1728a to 1728j, inclusive, * * * any * * * truant officer, any police officer or any private citizen may make complaint of the violation of any provisions of sections 1728a to 1728j, inclusive. [St C 83 s 1728a-4.1]

Duties of industrial commission.—When complaint is made by truant officer, police officer or any private citizen to the [industrial commission], the [said commission] shall investigate or cause to be investigated such complaint, and if pursuant to an investigation, a violation of any of the provisions of sections 1728a to 1728j, inclusive, shall be found, the [industrial commission] shall prosecute or cause to be prosecuted any such violation. [St C 83 s 1728a-4.2]

FACTORIES, MERCANTILE ESTABLISHMENTS, WORKSHOPS, ETC.

EMPLOYMENT CERTIFICATES AND RECORDS

Statements of actual employment required; records to be kept by employers; permits to be returned to issuing office.—Every person, firm or corporation, agent or manager of any firm or corporation, employing minors in any factory or workshop, store, office, hotel, mercantile establishment, laundry, telegraph, telephone or public messenger service within this State, in addition to filing the certificate of intention to employ with the [industrial commission], shall file with the officer signing such permit, a statement of actual employment of such minor, the date of employment, and that the necessary permit has been duly received and filed, shall keep said permits on file in the same place where such minor is employed, and subject at all times to the inspection of the [industrial commission], and shall post a list of said employees with said information at or near the principal entrance to the factory, or other building where such children are employed: *It is further provided*, That upon the termination of employment of any minor, said employer shall return within twenty-four hours the permit for employment of such minor to the person and place, designated by the [industrial commission] with a statement of reasons for the termination of said employment. [St C 83 s 1728a-6.1]

Special inspection where children under 18 are employed.—Every person, firm or corporation, desiring to become the employer of children under the age of eighteen years, shall file with the [industrial commission] a statement of this fact, in order that a special inspection of his factory, workshop, bowling alley, store, hotel or mercantile establishment, restaurant, bakery, laundry, telegraph, telephone or public messenger service may be made or caused to be made by the [industrial commission]. [St C 83 s 1728a-6.2]

EDUCATIONAL REQUIREMENTS

COMPULSORY EVENING AND CONTINUATION SCHOOL ATTENDANCE

Illiterate minors over 14 not to be employed where school exists, without attendance certificates.—No person shall employ a minor over fourteen years of age in any city, village or town in which a public evening school or continuation school, for the industry in which the minor is to work, is maintained, unless he receives and places on file a written permit issued by the [industrial commission], or from the judge of a juvenile court where such child resides, authorizing the employment of the minor, as provided in section 1728b of the Statutes, and certifying either to his ability to read at sight and write legibly simple sentences in the English language, or that he is a regular attendant at the public evening school or continuation school. [St C 83 s 1728a-11]

Responsibility of parents, etc.—No parent, guardian or custodian shall permit a minor over fourteen years of age who has not the certificate referred to in section 1728a-11 to be employed. [St C 83 s 1728a-12]

Weekly attendance records required; to be filed with employment permits.—Any minor over fourteen years of age, required by section 1728a-11 to attend an evening school or continuation school, shall furnish to his employer each week during its session a record showing that he is a regular attendant at the evening school or continuation school. The employer shall file all records of attendance with the minor's permit to work, and no minor, subject to sections 1728a-11 to 1728a-17, inclusive, shall be employed unless the records of attendance or absence for valid cause during the previous week be on file. [St C 83 s 1728a-13]

Exception; temporary employment permits if health is endangered by attendance; physician's certificate.—Upon presentation by a minor of a certificate signed by a registered practicing physician, showing that his physical condition, or the distance necessary to be traveled, would render the required school attendance, in addition to his daily labor, prejudicial to his health, the [industrial commission], may issue a permit authorizing his employment for such period as [said commission] may determine. [St C 83 s 1728a-14]

Regular employment permits not to excuse from attendance.—No permit issued under section 1728a shall excuse any minor from attendance at evening school, or evening continuation school. [St C 83 s 1728a-15]

Penalty for employer.—Any person, firm or corporation, agent or manager of any corporation, who whether for himself or for such firm or corporation, or by himself or through agents, servants or foremen, shall violate or fail to comply with any of the provisions of sections 1728a-11 to 1728a-14, inclusive, of the Statutes, shall be deemed

ever, shall deprive the municipal courts and other courts of record of concurrent jurisdiction, nor shall anything contained herein be construed to give justices of the peace in cities of the first class jurisdiction of such actions. [St C 83 s 1728d.2]

ANY GAINFUL OCCUPATION

EMPLOYMENT CERTIFICATES AND RECORDS

Physical fitness for the work.—The [industrial commission] or county judge, municipal judge or judge of a juvenile court, may refuse to grant permits in the case of child who may seem physically unable to perform the labor at which they may be employed. [St C 83 s 1728e.1]

Method of issuing; records of issuing office.—All permits provided for under sections 1728a to 1728j, inclusive, shall be issued upon blanks furnished by the [industrial commission] and shall be made out in duplicate. One of such duplicates shall be forthwith returned to the [industrial commission], together with a detailed statement of the character and substance of the evidence offered prior to the issue of such permit. Such statement so forwarded shall be upon blanks furnished by the [industrial commission], and shall contain such details as to such evidence, and shall fully reveal the character and substance as indicated in such blank. [St C 83 s 1728e.2]

Revocation of permits.—Whenever it shall appear to the [industrial commission] that any permit has been improperly or illegally issued, or that the physical or moral welfare of such child would be best served by the revocation of the permit [said commission] may forthwith, without notice, revoke the same, and shall by registered mail notify the person employing such child and the child holding such permit of such revocation. [St C 83 s 1728e.3]

Exception: agricultural pursuits.—Nothing contained in sections 1728a to 1728j, inclusive, shall be construed to forbid any child from being employed in agricultural pursuits, nor to require a permit to be obtained for such child. [St C 83 s 1728e.4]

REGULATED OCCUPATIONS

DEFINITIONS

Certain terms used in sections 1728a to 1728j.—The words “manufacturing establishment,” the word “factory” or the word “workshop,” as used in sections 1728a to 1728j, inclusive, shall each be construed to mean any place where goods or products are manufactured or repaired, dyed, cleaned or assorted, stored or packed, in whole or in part, for sale, for wages, or directly or indirectly, for gain or profit. [St C 83 s 1728f.1]

ALL REGULATED OCCUPATIONS

PENALTIES

Illegal employment or hindering inspector, etc.; employer.—Any person, firm or corporation, agent or manager of any firm or corporation who, whether for himself or for such firm or corporation, or by himself or through agents, servants or foremen, employ, require, suffer or permit any person to work in any employment prohibited under the provisions of section 1728a, or hinders or delays the [industrial commission], or truant officers, or any or either of them, in the performance of their duties, or refuses to admit or locks out any such officers from any place required to be inspected by said sections, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than ten dollars nor more than two hundred dollars for each offense, or imprisoned in the county jail not longer than thirty days. [1728h.1 as amended by 1915 C 421]

Liability for penalties.—Any corporation which, by its agents, officers or servants, violates or fails to comply with any of the provisions of the sections specified in section 1 shall be liable to the above penalties, which may be recovered against such corporations in action for debt or assumpsit brought before any justice of the peace or other court of competent jurisdiction. [St C 83 s 1728h.2]

Responsibility of owners of theaters, moving picture houses, etc.—Any person, firm or the owner or lessee of any opera house, theater or moving picture house, or any similar place of any name, or having in whole or in part, the management or control thereof, shall be responsible for any violation of sections 1728a to 1728j, inclusive, on the premises of such opera house, theater or moving picture house or similar place of any name. [St C 83 s 1728h.3]

Failure to return permits to issuing office.—Any person, firm or corporation, agent or manager of any corporation who, whether for himself or for such firm or corporation, or by himself or through agents, servants or foreman fails to return the employment permit of any child in violation of section 1728a-6, shall be liable in action to such child whose permit is not returned, for two dollars for each day during which such failure continues. [St C 83 s 1728h.4]

Failure to produce permits or presence of minor to be evidence of employment.—The failure of any person, firm or corporation, agent or manager of any firm or corporation, to produce for inspection to the [industrial commission], [or] truant officers, the employment permit hereinbefore described, shall be prima facie evidence of illegal employment of minor before any justice of the peace or other court of competent jurisdiction. The presence of any minor in any factory, workshop, place of employment or in or about any mine, or the presence of any minor at any time other than those on the posted hours of labor, as hereinbefore provided, or in any establishment employed at any work listed as dangerous or forbidden employments, shall be prima facie evidence of the employment of such child. [St C 83 s 1728h.5]

Permitting employment; parent, etc.—Any parent or guardian, who suffers or permits a child to be employed, at any gainful occupation, directly or indirectly, or suffered or permitted [sic] to work in violation of sections 1728a to 1728j, inclusive, shall be guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than five nor more than twenty-five dollars, or by imprisonment [be imprisoned] in the county jail for not longer than thirty days. [St C 83 s 1728i]

ENFORCEMENT

Proof of age in court proceedings.—When in any proceeding in any court under sections 1728a to 1728j, inclusive, there is any doubt as to the age of any child, a verified baptismal certificate or a duly attested birth certificate shall be produced and filed with the court. In case such certificates can not be secured, upon proof of such fact, the record of age stated in the first school enrollment of such child shall be admissible as evidence thereof. [St C 83 s 1728j]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use permitted; penalty.—Every person or corporation employing females in any manufacturing, mechanical or mercantile establishment in the State of Wisconsin shall provide suitable seats for the females so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed. Any person or corporation who shall violate the provisions of this section shall, upon conviction thereof, be considered guilty of a misdemeanor and shall be punished by a fine of not less than ten dollars, nor more than thirty dollars for each and every offense. [St C 83 s 1728l]

PUBLIC EXHIBITIONS

MINIMUM AGE

License to be refused theatrical exhibitions employing children under 15 as acrobats, etc.—No license shall be granted for a theatrical exhibition or public show in which children under fifteen years of age are employed as acrobats, contortionists or in any feats of gymnastics or equestrianism, when in the opinion of the board of officers authorized to grant licenses such children are employed in such manner as to corrupt their morals or impair their physical health. [St C 83 s 1728o]

Penalty.—Any person who shall violate any of the provisions of sections * * * and 1728o shall, upon conviction, be fined in a sum not exceeding one hundred dollars. [St C 83 s 1728o-1]

STREET TRADES IN CITIES

MINIMUM AGE

Definition of "street trade"; employment of boys under 12 and girls under 18 in selling newspapers, magazines, etc., prohibited.—The term "street trade," as used in sections

the juvenile court, if there shall be any juvenile court in the city where such child resides or, if not, before any court or magistrate having jurisdiction of offenses committed by minors and be dealt with according to law. [St C 83 s 1728y]

Parent, employer, etc.—Any parent or other person who employs a minor under the age of sixteen years in peddling without a license, or who, having the care or custody of such minor, suffers or permits the child to engage in such employment or to violate sections 1728p to 1728za, inclusive, shall be punished by a fine not to exceed fifty dollars nor less than ten dollars, or by commitment to the county jail for not more than thirty days or less than ten days. [St C 83 s 1728z]

PERMITS AND EDUCATIONAL REQUIREMENTS

School certificates required from 12 to 16; remaining around newspaper offices, during school hours prohibited; penalty for allowing newsboys to loiter around offices, etc.—No badge shall be issued for a boy selling papers between the ages of twelve and sixteen years by the [board of education], except upon certificate of the principal of either public, parochial or other private school attended by said boy, stating and setting forth that said boy is a regular attendant upon said school. No boy under the age of sixteen years shall be permitted by any newspaper publisher, printer or persons having for sale newspapers or periodicals of any character, to loiter or remain around any salesroom, assembly room, circulation room or office for the distribution of newspapers, between the hours of nine in the forenoon and three in the afternoon on days when school is in session. Any newspaper publisher, printer, circulation agent or seller of newspapers shall [sic] upon conviction for permitting newsboys to loiter or hang around any assembly room, circulation room, salesroom or office where newspapers are distributed or sold, shall be punished by a fine not to exceed one hundred dollars nor less than twenty-five dollars, or by commitment to the county jail for not more than sixty days or less than ten days. [St C 83 s 1728za]

ALL OCCUPATIONS

MINIMUM WAGE

Definition of terms.—The following terms as used in sections 1729s-1 to 1729s-12, inclusive, shall be construed as follows:

(1) The term "employer" shall mean and include every person, firm or corporation, agent, manager, representative, contractor, subcontractor or principal, or any person having control or direction of any person employed at any labor or responsible directly or indirectly for the wages of another.

(2) The term "employee" shall mean and include every person who is in receipt of or is entitled to any compensation for labor performed for any employer.

(3) The term "wage" and the term "wages" shall each mean any compensation for labor measured by time, piece or otherwise.

(4) The term "welfare" shall mean and include reasonable comfort, reasonable physical well-being, decency, and moral well-being.

(5) The term "living wage" shall mean compensation for labor paid, whether by time, piecework or otherwise, sufficient to enable the employee receiving the same to maintain himself or herself under conditions consistent with his or her welfare. [St C 83 s 1729s-1]

Females and minors to be paid a living wage.—Every wage paid or agreed to be paid by any employer to any female or minor employee, except as otherwise provided in section 1729s-7, shall be not less than a living wage. [St C 83 s 1729s-2]

Violation of act.—Any employer paying, offering to pay, or agreeing to pay to any female or minor employee a wage lower or less in value than a living wage shall be deemed guilty of a violation of sections 1729s-1 to 1729s-12, inclusive, of the Statutes. [St C 83 s 1729s-3]

Industrial commission to investigate, and classify and to issue orders fixing the living wage; method of procedure; penalties.—It shall be the duty of the industrial commission to have power, jurisdiction and authority to investigate, ascertain, determine and fix such reasonable classifications, and to issue general or special orders, determining the living wage, and to carry out the purposes of sections 1729s-1 to 1729s-12, inclusive, of the Statutes. Such investigations, classifications and orders, and any action, proceeding, or suit to set aside, vacate or amend any such order of said commission, or to enjoin the enforcement thereof, shall be made pursuant to the procedure in sections 2394-41 to 2394-70, inclusive, of the Statutes, which are hereby made a part hereof, so far as not inconsistent with the provisions of sections 1729s-1 to 1729s-12.

Each day of violation a separate offense.—Each day during which any employer employ a person for whom a living wage has been fixed at a wage less than the wage fixed shall constitute a separate and distinct violation of sections 1729s-12, inclusive, of the Statutes. [St C 83s 1729s-11]

Complaints to be investigated.—Any person may register with the industrial commission a complaint that the wages paid to an employee for whom a living wage has been established, are less than that rate, and the industrial commission shall investigate the matter and take all proceedings necessary to enforce the payment of a wage not less than the living wage. [St C 83 s 1729s-12]

RAILROADS

MINIMUM AGE

Employment of telegraph operators under 18 prohibited; exception.—It shall be unlawful for any common carrier by railroad, carrying freight or passengers between points within this State, to employ any telegraph operator, except an assistant under experienced operator, who shall not have attained the age of eighteen years * [St C 87 s 1809j.1]

Penalty.—Any common carrier by railroad or any of its officers or agents who violate the provisions of this section shall be deemed guilty of a misdemeanor and shall be punished by a fine of not less than one hundred dollars nor more than one thousand dollars for each offense. [St C 87 s 1809j.2]

COMMON CARRIERS¹

HOURS OF LABOR

Period of rest after 16 hours' work.—It shall be unlawful for any common carrier or its officers or agents, to require or permit: (1) Any employee to be or remain on duty for a longer period than sixteen consecutive hours, and whenever any such employee of such common carrier shall have been continuously on duty for sixteen hours he shall be relieved and not required or permitted again to go on duty until he has had at least ten consecutive hours off duty; and no such employee who has been on duty for sixteen hours in the aggregate in any twenty-four hour period shall be required or permitted to continue or again go on duty without having had at least eight consecutive hours off duty. [St C 87 s 1809l]

Exceptions.—The provisions of sections 1809l to 1809o, inclusive, shall not apply in any case of casualty or unavoidable accident or the act of God; nor where the violation was the result of a cause not known to the carrier or its officers or agents in charge at the time said employee left the terminal and which could not have been foreseen nor to the crews of wrecking or relief trains. [St C 87 s 1809m]

Enforcement; duties and powers of railroad commission.—The railroad commission shall fully investigate all cases of violation of sections 1809l to 1809o, inclusive, and shall lodge with the proper district attorneys information of such violations as may come to its knowledge. The commission shall have the power to employ such inspectors or other persons as may be necessary to enforce the provisions of sections 1809l to 1809o, inclusive. To enforce the provisions of sections 1809l to 1809o, inclusive, the railroad commission and its agents or employees shall have the power to administer oaths, interrogate witnesses, take testimony, and require the production of books and papers. [St C 87 s 1809n]

Penalty; common carrier, its officers or agents.—Any common carrier or any of its officers or agents violating any of the provisions of section 1809l is declared guilty of a misdemeanor and upon conviction thereof shall be punished by a fine of not less than one hundred dollars nor more than one thousand dollars. [St C 87 s 1809o]

RAILROADS¹

HOURS OF LABOR

Eight hours a day for telegraph and telephone operators; exceptions.—It shall be unlawful for any corporation or a receiver operating a line of railroad, in whole or in part, within the State of Wisconsin, or any officer, agent or representative of such corporation or receiver, to require or permit any operator to remain on duty for more than one

¹ See court decisions on page 7 (New York).

(5) If there be no parent or guardian with authority to sign, then by two justices of the peace of the county of the residence of the minor, or by a member of the Industrial Commission of Wisconsin or a deputy thereof.

(6) By the employer. [St C 110 s 2377.4 as reenacted by 1915 C 133]

Contents of indenture.—Every indenture shall contain:

(1) The names of the parties.

(2) The date of the birth of the minor.

(3) A statement of the trade, craft or business which the minor is to be taught, and the time at which the apprenticeship shall begin and end.

(4) An agreement stating the number of hours to be spent in work, and the number of hours to be spent in instruction. Until the minor reaches the age of eighteen years, his period of instruction shall be not less than five per week or the equivalent, and his total number of hours of instruction and service shall not exceed fifty hours per week.

(5) An agreement as to the processes, methods or plans to be taught, and the approximate time to be spent in each process, method or plan.

(6) A statement of the compensation to be paid the apprentice.

(7) An agreement that a certificate shall be given at the conclusion of his apprenticeship, stating the terms of indenture. [St C 110 s 2377.5 as reenacted by 1915 C 133]

Compensation; school attendance and penalty.—The employer shall pay for the instruction of the apprentice is receiving instruction, at the same rate per hour as for service in the same trade, craft or business. Attendance at school shall be certified by the teacher in charge, and failure to attend school shall subject the apprentice to a penalty of loss of compensation for the number of hours for every hour such apprentice shall be absent without good cause. [St C 110 s 2377.6 as reenacted by 1915 C 133]

Overtime permitted over 18; compensation.—An apprentice over eighteen years of age may be allowed to work overtime not to exceed thirty hours in any one month. Overtime shall be considered all time over ten hours in any one day, and in cases where the hours of labor are limited in the particular craft, industry or business, and as determined by the particular employer, to less than ten hours, overtime shall be figured as all time over ten hours in any one day in excess of such limitation. For overtime the apprentice shall receive one and one-half times the rate per hour provided in his contract for regular hours. [St C 110 s 2377.7 as reenacted by 1915 C 133]

Penalty for violation of indenture.—If either party to an indenture shall fail to comply with any of the stipulations thereof, he shall forfeit not less than one dollar nor more than one hundred dollars, such forfeiture to be collected on complaint of the Industrial Commission of Wisconsin, and paid into the State treasury. Any indenture may be annulled by the Industrial Commission of Wisconsin upon application of either party and good cause shown. [St C 110 s 2377.8 as reenacted by 1915 C 133]

Industrial commission to investigate, classify, and issue orders fixing terms of apprenticeship; method of procedure; penalties.—It shall be the duty of the Industrial Commission of Wisconsin, and it shall have power, jurisdiction and authority, to investigate, ascertain, determine and fix such reasonable classifications and to issue orders, regulations, and general or special orders as shall be necessary to carry out the intent and purposes of section 2377 of the Statutes. Such investigations, classifications and orders, and any action, proceeding, or suit to set aside, vacate, or annul any such order of said commission, or to enjoin the enforcement thereof, shall be made pursuant to the proceeding in sections 2394-41 to 2394-70, inclusive, of the Statutes, which are hereby made a part hereof, so far as not inconsistent with the provisions of section 2377 of the Statutes: and every order of the said Industrial Commission of Wisconsin shall have the same force and effect as the orders issued pursuant to said sections 2394-41 to 2394-70, inclusive, of the Statutes, and the penalties therein shall apply to and be imposed for any violations of section 2377 of the Statutes, excepting as to the penalties provided in subsection 8 of section 2377. [St C 110 s 2377.9 as reenacted by 1915 C 133]

School authorities to cooperate with commission, etc., in furnishing instruction.—It shall be the duty of all school officers and public school teachers to cooperate with the Industrial Commission of Wisconsin and employers of apprentices to furnish instruction in a public school or any school supported in whole or in part by public money, as may be required to be given apprentices. [St C 110 s 2377.10 as reenacted by 1915 C 133]

Invalidation of contracts.—The provisions of section 2377 shall not be construed as invalidating any contract of apprenticeship entered into before July 1, 1915. [St C 110 s 2377.11 as reenacted by 1915 C 133]

ALL REGULATED OCCUPATIONS

ENFORCEMENT

Definitions.—The following terms as used in sections 2394-41 to 2394-71 of the Statutes, shall be construed as follows:

(1) The phrase "place of employment" shall mean and include every place, whether indoors or out or underground and the premises appurtenant thereto where either temporary [temporarily] or permanently any industry, trade or business is carried on, or where any process or operation, directly or indirectly related to any industry, trade or business, is carried on, and where any person is directly or indirectly, employed by another for direct or indirect gain or profit, but shall not include any place where persons are employed in private domestic service or agricultural pursuits which do not involve the use of mechanical power.

(2) The term "employment" shall mean and include any trade, occupation or process of manufacture, or any method of carrying on such trade, occupation, or process of manufacture in which any person may be engaged, except in such private domestic service or agricultural pursuits as do not involve the use of mechanical power.

(3) The term "employer" shall mean and include every person, firm, corporation, agent, manager, representative or other person having control or custody of any employment, place of employment or of any employee.

(4) The term "employee" shall mean and include every person who may be required or directed by any employer, in consideration of direct or indirect gain or profit, to engage in any employment, or to go or work or be at any time in any place of employment.

(5) The term "frequenter" shall mean and include every person, other than an employee, who may go in or be in a place of employment under circumstances which render him other than a trespasser.

(6) The term "deputy" shall mean and include any person employed by the industrial commission designated as such deputy by the commission, who shall possess special, technical, scientific, managerial or personal abilities or qualities in matters within the jurisdiction of the industrial commission, and who may be engaged in the performance of duties under the direction of the commission, calling for the exercise of such abilities or qualities.

(7) The term "order" shall mean and include any decision, rule, regulation, direction, requirement or standard of the commission, or any other determination arrived at or decision made by such commission.

(8) The term "general order" shall mean and include such order as applies generally throughout the State to all persons, employments or places of employment, or all persons, employments, or places of employment of a class under the jurisdiction of the commission. All other orders of the commission shall be considered special orders.

(9) The term "local order" shall mean and include any ordinance, order, rule or determination of any common council, board of aldermen, board of trustees, or the village board, of any village or city, or the board of health of any municipality, or an order or direction of any official of such municipality, upon any matter over which the industrial commission has jurisdiction.

(10) The term "welfare" shall mean and include comfort, decency and moral well-being.

(11) The term "safe" or "safety" as applied to an employment or a place of employment or a public building, shall mean such freedom from danger to the life, health, safety or welfare of employees or frequenters, or the public, or tenants, and such reasonable means of notification, egress and escape in case of fire, as the nature of the employment, place of employment, or public building, will reasonably permit.

(12) The term "public building" as used in sections 2394-41 to 2394-71 shall mean and include any structure used in whole or in part as a place of resort, assemblage, lodging, trade, traffic, occupancy, or use by the public, or by three or more tenants.

(13) The term "owner" shall mean and include every person, firm, corporation, State, county, town, city, village, manager, representative, officer, or other person having ownership, control or custody of any place of employment or public building, or of the construction, repair or maintenance of any public building, or who prepares plans for the construction of any place of employment or public building. Said sections 2394-41 to 2394-71, inclusive, shall apply, so far as consistent, to all architects. [St C 110a s 2394-41]

Employers to furnish information.—Every employer and every owner shall furnish to the commission all the information required by it to carry into effect the provisions of sections 2394-41 to 2394-71, inclusive, and shall make specific answers to all questions submitted by the commission relative thereto. [St C 110a s 2394-50.1]

Duties and powers of industrial commission.—Any commissioner or deputy of the commission may enter any place of employment or public building, for the purpose of collecting facts and statistics, examining the provisions made for the health, and welfare of the employees, frequenters, the public or tenants therein and bring to the attention of every employer or owner any law, or any order of the commission and any failure on the part of such employer or owner to comply therewith. Any employer or owner shall refuse to admit any commissioner or deputy of the commission to his place of employment or public building. [St C 110a s 2394-50.3]

Duties and powers of the industrial commission.—It shall also be the duty of the industrial commission, and it shall have power, jurisdiction and authority:

(2) To administer and enforce, so far as not otherwise provided for in the Statutes, the laws relating to child labor, laundries, stores, employment of females, licensed occupations, school attendance, * * * manufacture of cigars, * * * and all other laws protecting the life, health, safety and welfare of employees in employment and places of employment.

(9) To establish and conduct free employment agencies, to license and supervise the work of private employment offices, to do all in its power to bring together employers seeking employees and working people seeking employment * * * [St C 110a s 2394-52]

Duties and powers relating to labor laws transferred to the industrial commission.—The duties, liabilities, authority, powers and privileges heretofore or hereafter conferred and imposed by law upon the commissioner of labor and industrial statistics, deputy commissioner of labor and industrial statistics, factory inspector, woman factory inspector, assistant factory inspectors and bakery inspector, are hereby transferred and conferred upon the industrial commission and its deputies. [St C 110a s 2394-54.1]

Duties and powers of factory inspectors transferred to the industrial commission.—The laws relating to or referring to the commissioner of labor and industrial statistics, the deputy commissioner of labor and industrial statistics, except those laws relating to or referring to their appointment and qualification and to their membership or service on the industrial accident board and all laws relating to or referring to the factory inspector, the woman factory inspector, assistant factory inspectors and the bakery inspector, shall apply to and be deemed to relate and refer to the industrial commission, so far as the said laws are applicable. [St C 110a s 2394-54.2]

General penalty; duties of State, county, and city officers.—If any employer, employee, owner, or other person shall violate any provisions of sections 2394-41 to 2394-71, inclusive, of the Statutes, or shall do any act herein prohibited in sections 2394-41 to 2394-71, inclusive, or shall fail or refuse to perform any duty lawfully enjoined within the time prescribed by the commission, for which no penalty has been specifically provided, or shall fail, neglect or refuse to obey any lawful order given or made by the commission, or any judgment or decree made by any court in connection with the provisions of sections 2394-41 to 2394-71, inclusive, for each such violation, failure or refusal, such employer, employee, owner or other person shall forfeit and pay to the State treasury a sum not less than ten dollars nor more than one hundred dollars for each such offense. It shall be the duty of all officers of the State, the counties and municipalities, upon request of the industrial commission, to enforce in their respective departments, all lawful orders of the industrial commission, in so far as the same may be applicable and consistent with the general duties of such officers. [St C 110a s 2394-70]

NOTE.—[There is no section 2394-71 of the Statutes as referred to in the sections quoted above.]

IMMORAL OCCUPATIONS

MINIMUM AGE

Employment agencies forbidden to send girls to immoral places, etc.—No such licensed person [licensed to operate an employment bureau for women] shall knowingly or cause to be sent any female help, servant, inmate, performer, or any other person to enter any questionable place of bad repute, house of ill fame or assignation.

or to any place of amusement in which immoral practices are permitted, or place resorted to for the purpose of prostitution or any gambling house, the character of which such places the licensing [sic] person knows either directly or by reputation or which he might obtain by reasonable effort. [St C 110a s 2394-92m.2 as added by 1915 C 115]

Agencies to keep records of employed females.—Every such licensed person shall keep a permanent record and index with names and postoffice addresses of all persons placed in service by him, with references to the facts contained in the application, which record shall be open to the inspection of the officers of the law and the parent or guardian of such person. [St C 110a s 2394-92m.4 as added by 1915 C 115]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 14 prohibited; penalty for employer, parent, etc.—Any person having the care, custody or control of any child under the age of fourteen years who shall exhibit, use or employ, or in any manner or under any pretense sell, apprentice, give away, let out or otherwise dispose of such child to any person for any obscene, indecent or immoral purpose, exhibition or practice, or for any business, exhibition or vocation injurious to the health or dangerous to the life or limb of such child, or who shall cause, procure or encourage any such child to engage therein, and any person who shall take, receive, hire, employ, use, exhibit or have in custody any such child for any such purpose shall be punished by imprisonment in the county jail not exceeding six months or by a fine of not more than one hundred dollars, or by both imprisonment and fine. [St C 186 s 4587a]

WYOMING

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MINES

MINIMUM AGE

Employment of boys under 14 and girls of any age prohibited; exceptions.—No boy under the age of fourteen years and no woman or girl of any age shall be employed or permitted to be in or about any coal, iron or other dangerous mines for the purpose of employment therein: *Provided however,* This provision shall not affect the employment of a boy or female of suitable age in an office or in the performance of clerical work at such mine or colliery. [Constitution article 9 section 3]

HOURS OF LABOR

Eight hours a lawful day's work.—Eight (8) hours actual work shall constitute a lawful day's work in all mines * * *. [Con art 19 s 1]

EDUCATIONAL REQUIREMENTS

COMPULSORY SCHOOL ATTENDANCE

Children from 7 to 14, inclusive; exceptions.—* * * Every parent, guardian or other person in this State having control or charge of any child or children between the ages of seven and fourteen years, inclusive, shall be required to send such child or children to a public, private or parochial school, or to two or more of these schools, each school year, during the entire time that the public school shall be in session in the district in which the pupil resides: *Provided,* That exceptions may be made in the following cases: (1) Invalids or others to whom the schoolroom might be injurious, may upon receipt of a physician's certificate, be excused by the district board. (2) Pupils to whom the provisions of this act [s 1956–1958] might work a hardship may be excused by the written consent of the district board when a request stating the reason for such excuse is presented by the parent or guardian to the district board. (3) Pupils who for legal reasons have been excluded from the regular schools and no provisions made for the schooling of such children. [Compiled Statutes 1910 section 1956]

Enforcement: duties of sheriffs, constables, and truant officers.—It shall be the duty of the sheriff of each county and of every deputy sheriff and constable within their respective precincts, and of any truant officer, if there be any, to see that the provisions of * * * [s 1956, 1957] are complied with, and when from personal knowledge, or upon reports or complaints from any resident or teacher of the county, or precinct, or district under his supervision, he believes that any child subject to the provisions of said sections is habitually tardy or absent from school, he shall immediately give written notice to the parent, guardian or custodian of such child that the attendance

of such child at school is required by law, and if within five days after such notice such parent, guardian or custodian does not comply with the provisions of said sections, then such officer shall make and file complaint against such parent, guardian or custodian of any such child before a justice of the peace of the proper county, or the district court, for a violation of said provisions: *Provided*, That only one notice shall be required as to any child in any one year. Any such parent, guardian or custodian of any such child who shall violate the provisions of said sections, and after receiving such notice as aforesaid, and shall fail to comply with the provisions thereof, shall be adjudged guilty of a misdemeanor and upon conviction thereof shall be fined in a sum not less than five dollars and not more than twenty-five dollars for any one offense to which may be added, in the discretion of the court, imprisonment in the county jail of not more than ninety days for any offense after the first. Any district officer of a school district in which there is located a city or town of more than 2,500 inhabitants, may appoint a regular truant officer to carry out the provisions of said sections who shall be paid out of the district treasury such sum as shall be provided in the ordinance for his appointment, not exceeding, however, the sum of four dollars for each month of actual service. [C S 1910 s 1957]

SCHOOL CENSUS

Enumeration of children from 6 to 21.—It shall be the duty of the board of trustees of each school district in this State to cause to be made during the month of April in each year a full and true enumeration of all children of school age, to wit: children between the ages of six and twenty-one years, in their respective districts. Such enumerations shall be in duplicate and in such form as may be prescribed by the State superintendent of public instruction, and shall set forth and state the name, age, sex and residence of each child enumerated, and the same shall bear a certificate signed by all or a majority of the trustees of such school district to the effect that it has been examined by the board of trustees of such district and found to be accurate to the best judgment and belief of the subscribers a full, true and correct enumeration of all the children of school age in their district. One of the duplicate copies of said enumeration shall be filed by the clerk of the school district with the papers and records of the district in his custody and the other shall by the said clerk be transmitted to the county superintendent of schools of his county on or before the fourth Monday of May in each year. [C S 1910 s 1992]

Penalty for false enumeration.—Any trustee of any school district or any enumerator employed to make or assist in making the enumeration for any district who knowingly and willfully make any false enumeration of the children of school age in such district or who shall certify to the correctness and truthfulness of any such enumeration knowing the same to be false, incorrect and untrue, shall be guilty of a misdemeanor and on conviction thereof shall be fined not less than ten dollars nor more than one hundred dollars or be imprisoned in the county jail not less than ten nor more than thirty days, or by [suffer] both such fine and imprisonment at the discretion of the court. [C S 1910 s 1994]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Employment under 14 in rope walking, gymnastics, singing, dancing, etc., prohibited; parent, employer, etc.; exceptions.—It shall be unlawful for any person having the custody or control of any child under the age of fourteen years to exhibit, use or employ or in any manner, or under any pretense, sell, apprentice, give away, let out or otherwise dispose of any such child to any person, in or for the vocation or occupation of service or purpose of singing, playing on musical instruments, dancing, rope walking, begging or peddling, or as a gymnast, contortionist, rider or acrobat, in any place whatsoever; or as an actor or performer in any concert hall or room where intoxicating liquors are sold or given away, or in any variety theater, or for any immoral, obscene, indecent or immoral purpose, exhibition or practice whatsoever; or in any business [,] exhibition or vocation, injurious to the health or dangerous to the life or limb of such child, or cause, procure or encourage such child to engage therein. Nothing in this section contained shall apply to or affect the employment or use of any child as a singer or musician in any church, school or academy, or at any respectable entertainment, or the teaching or learning the science or practice of music. It

from the public, or any private authority, through the limits of said county, city, town or village, for the purpose of arresting offenders violating * * * [s 3102, 3103] or any of the provisions thereof, whereupon, said county, city, town or village authorities shall, if such persons are proper and discreet persons and have the qualifications of electors, commission them without compensation, to act as police officers, with all the rights and powers incident and pertaining thereto; but no such county, city, town or village shall be liable in any way for the salary, fees or compensation of such officers or for any expense whatever in relation thereto, except such expense as shall occur in the prosecution of any case arising under this chapter as a criminal cause. All persons thus qualified under this section, shall be deemed to be special constables and authorized officers within the meaning of this * * * [section]. [C S 1910 s 3110]

MINES, ETC.

HOURS OF LABOR

Eight hours a day in underground mines; exceptions.—The period of employment of workingmen in all underground mines or workings shall be eight (8) hours per day, except in case of emergency where life or property is in imminent danger. [C S 1910 s 3499]

Eight hours a day in smelters, etc.; exceptions.—The period of employment of workingmen in smelters, stamp mills, sampling works, concentrates [sic] and all other institutions for the reduction of ores, and refining of ores or metals, shall be eight (8) hours per day, except in cases of emergency where life or property is in imminent danger. [C S 1910 s 3500]

Penalty.—Any person or persons, body corporate, agent, manager or employer who shall violate any of the provisions of * * * [s 3499, 3500] shall be deemed guilty of a misdemeanor, and upon conviction thereof shall for each offense, be subject to a fine of not less than one hundred dollars or more than five hundred dollars, or by imprisonment in the county jail for a period of not less than one (1) month or more than six (6) months or by [to] both such fine and imprisonment. [C S 1910 s 3501]

NOTE.—[Sections 3483 to 3492 of the Compiled Statutes of 1910 provide for an inspector for metalliferous mines, but his duties appear to relate only to safety.]

COAL MINES

HOURS OF LABOR

Definition of day in contracts.—In all contracts hereafter made between any owner, lessee or operator of any coal mine, with any such miner or laborer for his services, such, the word day when used shall be construed to be eight hours: *Provided*, That nothing in this section nor in sections 3502 [sic] or 3503 contained shall be construed to prohibit or prevent any such owner, lessee or operator from operating his or its coal mine more than eight hours in any twenty-four. [C S 1910 s 3502]

Definition of hours.—The eight hours in this and the preceding section provided shall be construed to mean eight hours of actual labor and shall not include the time consumed in going to and returning from work. [C S 1910 s 3503]

Penalty.—Any owner, lessee or operator, his or its agent, employees or servants violating any of the provisions of the two preceding sections shall be fined not less than fifty dollars, nor more than three hundred dollars, or imprisoned not more than three months, or both. [C S 1910 s 3504]

Enforcement: duties and powers of inspector; penalty for hindering inspector, etc.—The State inspector of coal mines or his deputy or deputies shall have the right to enter at all times any coal mine within his district in this State, or wherever he may lawfully act in said State, to make examination thereof or to obtain information relating to the working of the same, and the owner, lessee or superintendent of such mine shall afford any assistance required by said inspector or his deputy or deputies in making such examination or obtaining such information. Said inspector or his deputy or deputies shall immediately notify the owner, lessee, superintendent or mining boss of the discovery of any violation of the mining laws of this State, and of the penalty therefor imposed for such violation * * *. Every person, company or corporation who willfully obstructs the State inspector of coal mines or his deputy or deputies in the execution of his or their duties under this act [s 3505–3535], and every owner, agent, officer, lessee or manager of a coal mine who refuses or neglects to furnish to the said inspector or his deputy or deputies the means, information, or opportunity

tunity necessary for making any entry, inspection, examination or inquiry of or relating to any coal mine in this State as herein provided for, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than two hundred dollars, and not exceeding five hundred dollars at the discretion of the court trying said offender. Every State inspector of coal mines in this State and his deputy or deputies is and are hereby empowered to act as police officers and deputy sheriffs, with full powers to arrest and detain any person found violating any provision of this section, or of any of the coal mining laws of this State, or any part thereof, or who shall be engaged in any attempt to violate such law or laws, or against whom there is found any evidence of a previous violation thereof. [C S 1910 s 3518]

Enforcement: duties of inspectors.—* * * It shall be the duty of each inspector to examine the coal mines within his district not less frequently than once during every three months * * *. [C S 1910 s 3538]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS

SEATS FOR GIRLS

Seats to be provided and their use permitted.—Every person or corporation employing females in any manufacturing, mechanical or mercantile establishment in the State of Wyoming shall provide suitable seats for females so employed, and shall permit the use of such seats by them when they are not necessarily engaged in the active duties for which they are employed. Any person or corporation who shall violate the provisions of this section, shall upon conviction thereof, be considered guilty of a misdemeanor and shall be punished by a fine of not less than ten dollars, nor more than thirty dollars for each and every offense. [C S 1910 s 5815]

NOTE.—[See also sections 5 and 6, chapter 77, Acts of 1915.]

MANUFACTURING, MECHANICAL, AND MERCANTILE ESTABLISHMENTS, THEATERS, ETC

HOURS OF LABOR FOR GIRLS

Ten hours in a day of 12 hours, 56 a week; period of rest after 6 hours' work; time for midday meal required; more than two 10 hour days in any one week prohibited.—No female shall be employed, or suffered or permitted to work in any manufacturing, mechanical, mercantile, printing, baking, laundering, or canning establishment or hotel, or telephone exchange, restaurant, theatre or place of public amusement, more than fifty-six hours in any one week, nor more than ten hours in any one day, and such working hours shall not extend over a longer period than twelve hours in any one day, and the continuous period of employment without rest shall not be for a period of hours longer than six, and that the period specified by the word "lunch" [sic], shall not be less than one-half hour nor more than for two hours; nor shall there be included in any one week more than two days of ten hours each. [1915 C 45 s 1]

Exceptions.—The provisions of section 1, of this act shall not apply to telephone offices or exchanges, employing three females or less, or to hotels and restaurants operated by railroad companies. [1915 C 45 s 2]

Penalty.—The employment of any female for a longer time in any day or in any week than as so provided in section 1, of this act, shall be deemed a violation of this act, and any person, firm or corporation so violating the provisions hereof, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than twenty-five dollars (\$25.00), nor more than one hundred dollars (\$100.00), or by imprisonment in the county jail for a period of not less than thirty (30) days or more than ninety (90) days, or by both such fine and imprisonment: *Provided further,* That each and every violation shall constitute a separate offense. [1915 C 45 s 3]

INTOXICATING LIQUORS AND IMMORAL OCCUPATIONS

MINIMUM AGE

Employment under 18 in saloons or other places where alcoholic liquors are manufactured or sold, etc., prohibited; delivering goods to saloons, immoral places, etc., by messengers under 14 not to be required.—No child under eighteen (18) years of age shall

be employed or permitted to work in any brewery, distillery, saloon, concert or other establishment where malt or alcoholic liquors are manufactured, packed, wrapped, bottled or sold; no child under fourteen (14) years of age employed in public messenger service, shall be required to deliver any message, package or other thing whatsoever to any brewery, distillery, saloon, concert hall, or establishment where malt or alcoholic liquors are manufactured, packed, wrapped, bottled or sold, or to any premises used for immoral purposes. [1915 C 77 s 1]

DANGEROUS, INJURIOUS, AND IMMORAL OCCUPATIONS; PUBLIC EXHIBITIONS

MINIMUM AGE

Certain occupations prohibited under 16; places where alcoholic are sold, etc.; public exhibitions.—It shall be unlawful for any person having the care, custody or control of any child under the age of sixteen (16) years to exhibit, use or employ such child as an actor or performer in any concert hall or room where intoxicating liquors are sold or given away, or for any illegal, obscene, indecent or immoral public exhibition or practice whatsoever, or for any business or in any place, situation or exhibition, or vocation injurious to the morals or health, or dangerous to the life or limb of such child, or cause, procure or encourage such child to engage therein; nothing in this section contained shall apply to or affect the employment or use of any such child as a singer or musician in any church, school or academy, or in teaching or learning the science or practice of music, or in the physical development of its body in any respectable gymnasium or natatorium; nor shall anything in this section be construed to prevent children taking part in what are known as amateur entertainments or theatricals for charity, or not for profit, in schools, churches, settlement houses, or boys' or girls' clubs. [1915 C 77 s 2]

Specific occupations prohibited under 14; mines, machinery, elevators, dangerous processes, etc.—It shall be unlawful for any person, firm or corporation, to receive, hire or employ any child or children under fourteen (14) years of age in any underground works, or mine, in or about the surface workings thereof, [sic] any smelter, coke oven, or to adjust any belt to any machinery, or to operate or assist in operating, circular or band saws, wood shapers, wood joiners, planers, sand paper or wood polishing machinery, emery or polishing wheels used for polishing metal, wood turning or boring machinery, stamping machines in sheet metal and tin ware manufacturing, stamping machines in washer and nut factories; nor shall they be employed in operating any passenger or freight elevators, steam boilers, steam machinery, or other steam generating apparatus, or automobiles, wire drawing or straightening machinery; nor shall they operate, or assist in operating, rolling machinery, punches or shears, nor shall they operate, or assist in operating lathe machinery, nor shall they be employed in any capacity in preparing any composition in which dangerous or poisonous acids are used, and they shall not be employed in any capacity in the manufacture of paints, colors, or white lead; nor shall they be employed in any capacity whatever in the manufacture of goods for immoral purposes. [1915 C 77 s 3]

ANY GAINFUL OCCUPATION

HOURS OF LABOR

Nine hours a day, 56 a week, under 14; farm and domestic work excepted.—No child under the age of fourteen (14) years shall be employed, or suffered, or permitted to work at any gainful occupation, except farm work or domestic service, more than fifty-six (56) hours in any one week, or more than nine (9) hours in any one day. [1915 C 77 s 4]

ALL OCCUPATIONS

MINIMUM AGE AND SEATS FOR GIRLS

Constant standing prohibited for girls under 18; seats to be provided and their use permitted.—No female under eighteen (18) years of age shall be employed, permitted or suffered to work in any capacity where such employment compels her to remain

standing constantly. Every person who shall employ any female under eighteen (18) years of age, shall provide suitable seats, chairs, or benches, for the use of the female so employed, which shall be so placed as to be accessible to such employees, and shall permit the use of such seats, chairs, or benches, by them in so far as the nature of their work allows, and there shall be provided at least one seat to every three (3) female employees. [1915 C 77 s 5]

REGULATED OCCUPATIONS

PENALTIES

Violation of act.—Any person, firm or corporation, employing any child in violation of the provisions of this act, or permitting, or conniving at such violation, shall be deemed guilty of a misdemeanor, and upon conviction thereof, shall be fined not less than twenty-five dollars (\$25.00) nor more than one hundred dollars (\$100.00) or imprisoned in the county jail not less than thirty (30) days nor more than ninety (90) days, or by both such punishments, in the discretion of the court. [1915 C 77 s 6]

1. The first part of the document is a list of names and addresses of the members of the committee. The names are written in a cursive hand, and the addresses are written in a more formal, printed hand. The list is organized in two columns, with names on the left and addresses on the right. The names are: John A. Smith, James B. Jones, William C. Brown, and Thomas D. White. The addresses are: 123 Main Street, New York, N.Y.; 456 Elm Street, Boston, Mass.; 789 Oak Street, Philadelphia, Pa.; and 101 Pine Street, Washington, D.C.

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